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No R&D spending targets

by Karina Dahlin

WILLIAM WINEGARD, Minister of State for Science & Technology, says that more money must be spent on research and development in Canada but that he cannot set a target until a study has been done.

Earlier this month at a federal-provincial meeting in Ottawa, delegates urged the government to set an R&D spending target for the year 2000 of 2.5 per cent of the gross domestic product (GDP). During a visit to U of T Sept. 20, Winegard

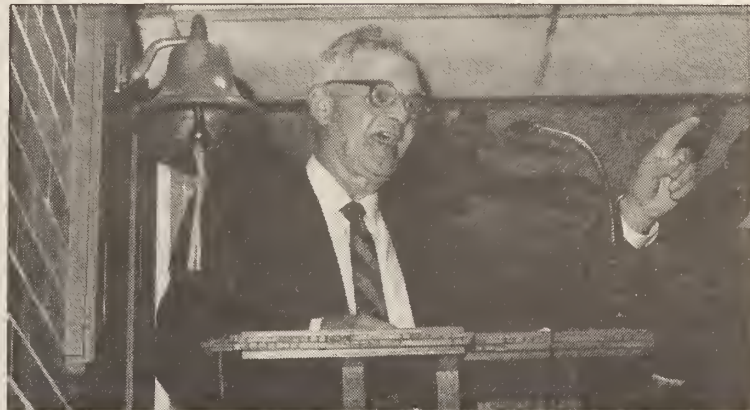
said that the federal government will increase its R&D spending and that industry must do the same.

"It is absolutely ludicrous to think that the government can spend 2.5 per cent. If that becomes a national target it will be for all players, not just for the government."

But he would not commit himself to a particular target. "It's hard for me to say what an industry should spend without some kind of a reasonable study."

When it was suggested that many

See *SERVE* : Page 2



William Winegard

JEWEL RANDOLPH

Difficult decisions ahead, Princeton chief predicts

by Mark Gerson

CANADIAN universities will have to prove themselves even more "nimble, agile and resilient" than they have in the past 50 years if they are to survive as meaningful contributors to national life, Harold Shapiro told more than 100 participants in last week's Presidential Colloquium on Research.

The alternative, warned Shapiro, the Montreal-born president of Princeton University, is a return to one of those "many periods in history when universities simply didn't matter." During his keynote address opening the Sept. 20 colloquium, Shapiro insisted that change, rather than threatening fundamental university values, is the only way to preserve them. He predicted that those who now support the "scholarly agenda" would withdraw their backing should universities fail to revitalize themselves.

"Society has to be convinced that the products of the mind are useful to its

survival, not merely to ours," he said. "It's arrogant to assume that the value of what we do is self-evident."

He accused universities of refusing to acknowledge any limit to the proportion of a nation's GNP that can be devoted to higher education. "Higher education may be a great bargain and still not be affordable," he said. "In other words, the economy may not be able to support the rising cost structure of existing institutional forms and commitments."

In the US, for example, costs have climbed five percent a year over the past decade, after adjustments for inflation. The situation is probably similar in Canada, he said.

And, Shapiro added, higher education's

See *REMOBILIZE* : Page 2

Bound for prosperity

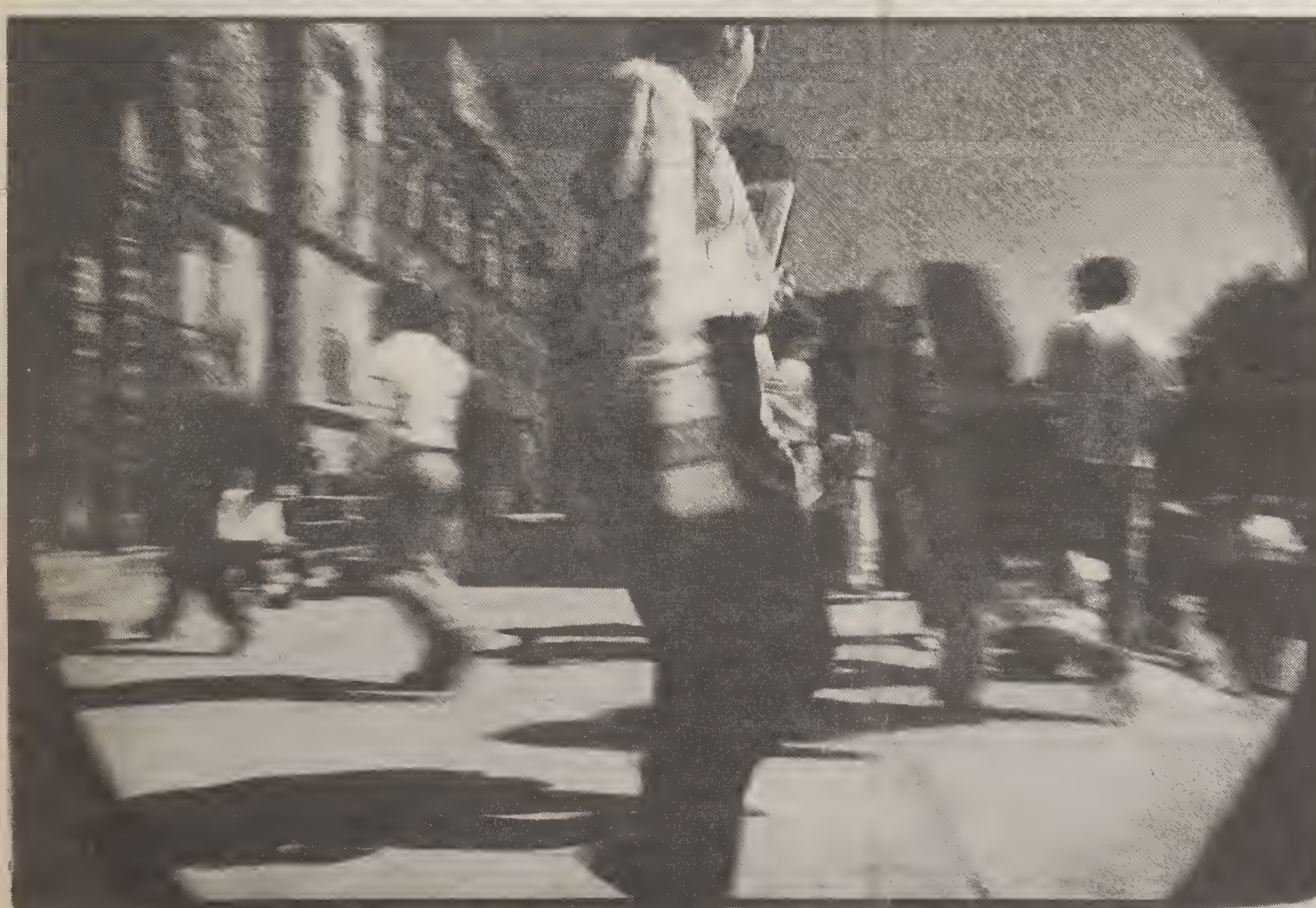
Students can afford to invest in lucrative degrees

by George Cook

LAST SPRING, the Council of Ontario Universities (COU) endorsed a proposal from Queen's University that would see tuition fees for new students rise by \$125 a year over five years. The government would match the fee increase on a three-to-one basis and the universities would use some of the new money to provide more student aid. COU said it particularly liked the tripartite social contract implicit in the Queen's plan: students, government and the universities would share responsibility for higher education.

Last month, in a further effort to open up the debate on tuition fees, government grants and student aid, COU published a 160-page study by Professor David Stager of the University's Department of Economics. *Focus on Fees: Alternative Policies for University Tuition Fees* is a factual and historical account of fee policies and practices in Ontario and elsewhere. It contains no formal recommendations. But Stager, who has studied the economics of post-secondary education for more than 25 years, has strongly held opinions on the subject of tuition levels

See *HIGHER* : Page 10



Study in motion

Students and their shadows outside University College

Timbit time at MedSci?

by Jane Stirling

HOLY DOUGHNUTS, Batman! What next? The University will soon have its first fast food outlet.

Tim Horton Donuts will make its appearance in the Medical Sciences Building in November and, if the idea catches on, more fast food eateries may pop up on campus.

At the Sept. 19 meeting of the University Affairs Board, Janice Oliver, assistant vice-president (facilities and administrative systems), said Marriott Food Service Management, U of T's new catering company, is "committed" to introducing the franchise concept.

Marriott, which took over from Versa Food Services on Sept. 1, holds two franchises, Tim Horton and a pizza operation.

But not all members of university affairs welcome the fast food idea. In an interview after the board meeting, Professor Harvey Anderson of the Department of Nutritional Sciences said he has "a bee in his bonnet" where the Marriott initiative is concerned.

Anderson said his department is concerned with the long-term health of individuals and with ensuring that people follow guidelines for healthy eating. Although doughnuts alone don't determine the nutritional value of a whole diet, their sale in the Medical Sciences Building sends the wrong message to students.

"Why have a proliferation of food which could contribute to a high-calorie, high-fat diet?" Anderson asked.

Serve both science and society: minister

Continued from Page 1

studies have been done, Winegard replied: "I've not found anybody in this country who can tell me what the mining industry should be spending on R&D."

Winegard was on campus to attend a presidential colloquium on the future of research. The participants included President George Connell and Professor Jim Keffer, vice-president (research), Geraldine Kenney-Wallace, chair of the Science Council of Canada, federal and provincial deputy ministers, research vice-presidents from other Ontario universities, senior officials of the federal granting councils, some 80 researchers and a number of industry representatives.

Last November, at a pre-election forum sponsored by the Ontario Confederation of University Faculty Associations, Winegard, then a backbencher, said he would urge the government to double support for federal granting councils over five years.

Resource rich

In his Sept. 20 dinner speech at Massey College to close the day-long colloquium, Winegard said Canada owes its high standard of living to its resource-based industries. In the past, he said, "we could dig it up, cut it down, and sometimes grow it, and we never had to pay for it."

But now the country is going through the transition to a technology-based

economy in which the universities will play an increasingly important role. They are "the cornerstone of everything we are going to do," he said.

"It isn't as if we can find the people anywhere else. We cannot go to industry for new technology. Our industries don't know what technology they need because they don't understand the technology or the science behind it. There's no place to turn except the universities."

However, he warned that the national deficit inhibits Canada's ability to compete. "I know we all need more money for science and technology — and we will have more money — but we'd better be careful how we spend it."

Universities must carry out applied research for industry as well as basic, curiosity-oriented work, he said. "Government has to be careful not to put the universities into a role where they are only the servants of industry. At the same time if you believe you can avoid that role entirely, you don't live in the same world that I do."

President George Connell described Winegard's speech as "a message of realism and hope." He said the University understands the difficulties engendered by the national debt and he called for patience and a nurturing attitude on the part of the government as researchers find ways to meet the needs of the

marketplace.

"That state of nurturing is at risk and it's encouraging for us to see that you understand that risk," the president said.

Winegard is familiar with the university environment. He spent 22 years at U of T as a student and professor of metallurgy before becoming president of the University of Guelph. At the colloquium he said little has changed since

he left post-secondary education for politics.

"One is still asking the fundamental questions: What is the role of the University? How much basic research? How much applied research? How much development and how to handle interaction with the community? But it may be more critical today than before to answer those questions."

U of T Day coming Oct. 21

SPORTS, culture, religion, science and the humanities will share the stage as the University pulls out all the stops for its annual open house, U of T Day.

On Oct. 21 from 10 to 4 p.m. the St. George campus will become a sea of tents, displays and people partaking of the festivities.

This year U of T Day will be held in conjunction with National Universities' Week from Oct. 14 to 22. The University will hold a number of events during the week



including the official opening of the Earth Sciences Centre on Oct. 16 and a reception to recognize employees with 25 years or more of service to U of T on Oct. 20 at 3 p.m.

To celebrate the completion of the \$55.5 million Earth Sciences Centre, home to the Faculty of Forestry and Departments of Botany and Geology, tours of

the facility will be offered throughout the day. Visitors will be treated to such special events as an exhibit of Canadian hand-crafted wood pieces, a display of geological maps of the world and showings of the award-winning documentary "Penicillin: First of the Miracle Drugs."

Among the other events: the Woodsworth College book sale in the Drill Hall on Oct. 20 and 21, an engineering open house, an alumni pub in the Sandford Fleming cafeteria and an evening reception and dance for alumni in the Great Hall of Hart House.

In addition: displays, admissions information and a history lesson on the pharmacy profession; the Association of Part-time Undergraduate Students barbecue; a performance in Alumni Hall theatre of a play written by third-year student Cathleen Bond; a choir performance at St. Michael's College; a photo-poster exhibit and displays, focusing on the Great Fire of 1890, in the Croft Chapter House at University College; a football game pitting the Varsity Blues against the Laurier Goldenhawks; exhibits focusing on women's and African studies at New College; and health service displays on alcohol awareness and sexually transmitted diseases.

This year a shuttle bus service, sponsored by the U of T Alumni Association, will make regular rounds from the Faculty of Education in the northwest to St. Michael's College in the southeast and to all points in between.

Remobilize for learning, Shapiro tells faculty

Continued from Page 1

need for ever-increasing sums will continue to spiral as institutions attempt to maintain their existing complement of activities at the same level of quality, as the projected shortage of academics in a variety of disciplines boosts faculty salaries well above current rates, and as advances in research technology require more facilities, equipment and technical support per student and more gradu-

ate students and technicians per researcher.

Those same technological advances have done little to make universities more productive, he said. Instead, they have tended to improve quality and expand research agendas.

Shapiro urged his colleagues to improve productivity in their institutions and develop "new and imaginative ap-

proaches" to the setting of priorities.

"Our society may not continue to tolerate such a high-cost producer of information," he said. "Economic imperatives demand that choices be made."

At Princeton, for example, one to two percent of university activity is "pared back or eliminated" each year, forcing deans and department heads to plan flexibly in the knowledge that they may be forced to make adjustments in the future.

"It seems a small amount, but like compound interest it adds up," Shapiro said. He noted that minor adjustments are easier to implement and simpler to manage politically than "macro decisions," such as closing down an entire department.

Also ripe for change, he said, is the relationship between teaching and research, which has been the subject of "a great deal of misguided rhetoric."

According to Shapiro, the real problem is not that research and teaching are too distinct, but that they are too closely related. Professors are passing on the fruits of their research "with little concern or awareness of what the student needs to learn," he stated.

"The specialized focus of our scholarship has given us a misguided notion of what teaching is supposed to be." He called on faculty to "remobilize," concentrating their pedagogical efforts on the "spirit and capacity for learning, inquiry and discovery" rather than on the transmission of knowledge.

"In a rapidly changing world, we must constantly refresh, adapt and renew our vision" of the academic community's intellectual and social role, he said. "The future vitality of research universities depends on it."

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Associate Editor: George Cook
Writers: Karina Dahlin, Jane Stirling
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Production Manager: Sandra Sarner
Production Assistant: David Vereschagin
Advertising Manager: Marion de Courcy-Ireland
Advertising Assistant: Nancy Bush

Director: John Aitken

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United Way kick-off

A balloon and a band — Lady Godiva's — signalled the start of this year's United Way campaign. The University, led by President George Connell, and the provincial government, led by Premier David Peterson, held a joint kick-off parade at Queen's Park Sept. 21.

Last year U of T faculty and staff gave \$521,000 — 88 percent of which went directly to more than 200 United Way agencies. This year, the goal is \$555,555. For more on the campaign and the people it helps, see Pages S1-S4.



PHOTOS: JEWEL RANDOLPH

Keffer seeks R&D guarantees as Connaught bidding heats up

by Jane Stirling

A GUARANTEE that the research and development operations of Connaught Bio-Sciences Inc. will remain in Canada is more important to the University than who owns the pharmaceutical giant, says Professor Jim Keffer, vice-president (research).

In the wake of reports of competition for control of Connaught, Keffer said U of T wants to ensure that any offers to buy the company contain guarantees

that research facilities will remain in Canada, with no loss of "intellectual capital" to other countries.

Connaught is currently considering a bid from Institut Merieux SA of France and a joint bid from Swiss-based Ciba-Geigy Ltd. and Chiron Corp., a biotechnology company based in the United States. On Sept. 15 the Swiss and American companies offered to pay \$30 a share, or \$764 million, in a all-cash bid to acquire 100 percent of Connaught's outstanding common stock.

The University is "fighting a takeover, but we don't want to have to go to court if we don't have to," Keffer said. "If they [the foreign bidders] can satisfy us that research and development will stay in Canada, that's fine."

In July U of T asked the Supreme Court of Ontario to block the merger of the Canadian drug company and Merieux. In March the French serum and vaccine manufacturer made a bid to acquire 51 percent of a new company to be called Merieux-Connaught SV, based in the Netherlands.

Keffer said the University doesn't favour one bid over another at this point. The impact of the Ciba-Geigy offer on Connaught's research and development capabilities hasn't been sufficiently examined.

However, in a circular released in Toronto Sept. 15, Ciba-Geigy said it intends to "revitalize" the Canadian phar-

maceutical company's interaction with this university and others. "As a consequence, research and development activities in Canada are expected to be maintained and are likely to be increased," the company said.

Unlike Merieux, which is already in the vaccine business, Ciba-Geigy's operations don't overlap with Connaught's, except in the field of synthetic vaccines.

The absence of duplication could be an advantage because there would be less chance of a reduction of Connaught's operations, Keffer said. "If a company doesn't have the expertise that Connaught offers, it would want to maintain the source of that expertise."

Connaught shareholders are scheduled to vote on the Merieux bid Sept. 28. Before the vote, the company's board of directors will study Ciba-Geigy's offer and make a recommendation to shareholders regarding the Merieux offer.

Investment Canada, the federal regulatory body that oversees and approves foreign mergers, is scheduled to make its decision on Merieux Sept. 29. It will also study the Ciba-Geigy offer, but its verdict may not come quickly.

Following the potential buyer's submission to the federal government, there is a 45-day review period which can be

extended by 30 days on the minister of industry's recommendation and further extended by mutual agreement of Investment Canada and the purchaser.

Investment Canada won't compare the two proposals to determine which is better for Canada, said Raouf Hanna, a senior review officer. Each proposal is reviewed on its own merits.

If U of T's lawsuit against Connaught is successful, the merger cannot proceed regardless of approval from shareholders and Investment Canada.

In its application to the court, U of T argues that the proposed merger revokes the terms of a 1972 agreement, signed when the University sold Connaught to the Canada Development Corporation (CDC), the government-owned company responsible for ensuring commercial development of Canadian products.

The CDC agreed not to sell the Canadian pharmaceutical company to non-Canadians and to make sure the company carried out and funded medical research.

Founded by the University in 1917, Connaught grew up around the pioneering insulin work of U of T researchers Frederick Banting and Charles Best. It is a major producer of blood products and of vaccines for polio, diphtheria, whooping cough, tetanus and bacterial meningitis.

"We don't want to go to court if we don't have to."

Inventions policy changes planned

UNIVERSITY INVENTORS may soon be able to invest in their own work and reap greater rewards, if a new inventions policy is adopted.

Professor Jim Keffer, vice-president (research), told the Presidential Colloquium on Research Sept. 20 that the current system is not working well. On Oct. 4 he plans to submit a revised inventions policy to the Research Board for consideration.

"The thrust of the proposal is to make the inventors the centre of the their inventions," said Peter Munsche, assistant vice-president (research relations and technology transfer).

They would be given more freedom to determine how their ideas are developed and the financial returns will be in proportion to risk taken by them and the University.

Researchers will still be able to use the services of the Innovations Foundation. The need for a technology transfer operation at U of T remains, said Munsche.

Two years ago the report of a committee examining the role of the foundation, written by Professor Barry French of the Institute for Aerospace Studies, said there was widespread unhappiness with the inventions policy.

The changes proposed are a response to the dissatisfaction, Munsche said. Some researchers view the policy as unfair and are holding back their work until conditions improve.

As it is, researchers with anything "remotely commercial" hand over the rights to the University in return for a portion of the royalties, Munsche said.

Ontario last in spending per student

THE DISCREPANCY between Ontario's and the other provinces' funding for universities appears to be widening, according to a new report.

Entitled Interprovincial Comparisons of University Financing, the document was prepared by the Ministry of Colleges & Universities, the Council of Ontario Universities (COU) and the Ontario Council on University Affairs, a government advisory body.

In 1986-87, the last year for which up-to-date statistics are available, there was a \$560 difference between Ontario and the national average in provincial operating grants per student. Ontario has consistently rated below the national average since 1974-75 and has been lowest of all provinces since 1980-81.

Preliminary figures for 1987-88 indicate the difference between Ontario and other provinces widened to about \$800, said Will Sayers, COU's director of communications.

Calling the statistics a "pretty poor record" for the Ontario government, Sayers said underfunding can't be blamed solely on the current party in power.

"Other education ministers [in previous governments] would say Ontario's situation really isn't too bad," Sayers said. Provincial politicians have said that because Ontario educates more students at more universities than other provinces, it is able to achieve economies of scale and reduce spending per student.

Generous

In 1986-87, the provincial operating grant per student in Ontario was \$5,618 compared to Alberta, the most generous province, at \$7,356.

And in the report's 1986-87 statistics on provincial operating grants per capita, Ontario ranked second lowest of all provinces. This province also placed second to the bottom for provincial operating grants plus student aid per capita.

The committee to study provincial spending on education was formed in 1977 and has focused on three issues: how much financial support is provided to universities, how university financing fits into each government's priorities and what proportion of provincial

resources is directed towards university financing.

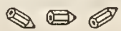
To answer these questions, the committee used eight indicators, including total operating income per student, provincial operating grants plus fees per student and total university operating expenditures as a percentage of provincial gross domestic product.

On all indicators but one for 1986-87, Ontario rated below the national average and lowest or second to the bottom of all provinces.

The only exception was in operating grants plus student aid as a percentage of government expenditures — Ontario was slightly higher at 3.85 percent than the national average of 3.72 percent. This statistic indicates that the province has the capacity to perform more adequately in funding matters "if the political will is there," Sayers said.

In a COU document to be released next week, Sayers said statistics will indicate universities in Ontario have fallen behind other publicly funded institutions such as hospitals, correctional facilities and schools.

Voodoo economics? Oct. 13 is a Friday and some investment managers may be making quiet plans to take no chances with university portfolios that day. But they needn't worry; there's no magic in the marketplace. *The Chronicle of Higher Education* reports that new research from Professors **Edward Dyl** of the University of Arizona and **Edwin Maberly** of Northern Arizona University shows common stocks perform no worse on Friday the 13th than on other Fridays. Conventional wisdom — based on research for the years 1962 to 1985 — said otherwise, but Dyl and Maberly studied the Standard & Poor's 500 Index for all Fridays from 1940 to 1987 and found that common stocks actually did better on the 13th than on other Fridays, but not by much.

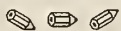


When Corel Systems Corporation, a Canadian software manufacturer, and its president Michael Cowpland approached **U of T Computing Services** recently, the results were graphic. Corel donated 97 copies of **Corel Draw!**, a graphics program valued at \$725, to the University. UTCS

sought out departments interested in acquiring the program and found 97 anxious customers, including the *Bulletin* and the *U of T Magazine*. Corel Draw offers users "awesome flexibility," UTCS says, to produce high quality art work and "text effects."

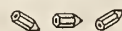


In other (good) news, **Northern Telecom Ltd.** recently donated equipment worth about \$100,000 to the **Department of Mechanical Engineering** in the Faculty of Applied Science & Engineering. The equipment consists of conveyor systems for moving circuit boards and manufacturing equipment and will be installed in new space in the Mining Building. Mechanical engineering and Northern Telecom have a history of fruitful collaboration. They are currently involved in robotics and automotive research at the University, as well as other projects.

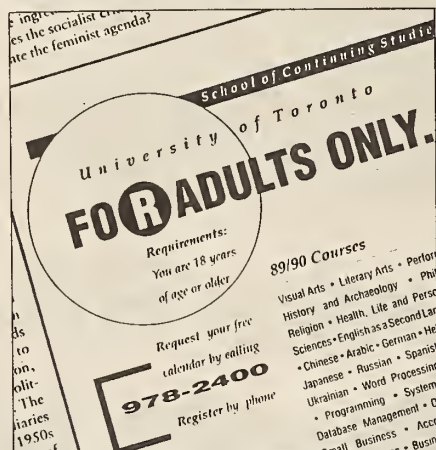


Faculty and librarians at **Wilfrid Laurier University** in Waterloo are currently involved in negotiations for their first collective agreement, according to an article by Michael Moore of the WLU faculty association in the September issue of *OCUFA Forum*. Salary and benefits were concerns, Moore writes, but by themselves would not have prompted union certification. "What made the difference was a much broader sense of perennial helplessness to influence university priorities.... For faculty, it had become an atmosphere of complete exasperation in which

pragmatists and idealists alike could at last find common cause."



Restricted entertainment? The **School of Continuing Studies** is catering to the adult market in its recent advertising. Here's a portion of their upscale ad in September's *Saturday Night*:



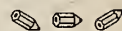
Some of the courses offered include "Health, Life and Personal Growth," "Human Resource Management" and "Performing Arts." It sort of makes you wonder ...



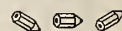
York University students will soon have to show photo identification cards before they write major exams. *The Toronto Star* reports that in the past year eight current and former students were charged with "personation" at exams. Will the next generation of student cheaters try real impersonation?



In Brock University's *Campus News* there is a general invitation to "join the crowd" for a mass group photo as part of its 25th anniversary celebration. Anyone out there with a super-wide-angle lens and a tall ladder who wants to suggest a similar photo for U of T?



Oops. In an information package on the University's administration distributed by the Governing Council secretariat it says that the office of the vice-president (development and university relations) has as one of its central tasks the planning of the "\$1 million **Breakthrough** fundraising campaign." What's a couple of zeros here or there?



From the latest **University College** newsletter: "The freshman class is an eager class, judging by the turnout and participation at Orientation. 450 frosh came to the week-long event and packed nearly every event: the Boat Cruise, the Freshman Banquet (the second sitting was completely packed!), and the various academic orientation sessions were very well attended indeed. The French Club picked up 70 new members! In the first 30 minutes that they were available, 25 nominations for first year reps to the Lit were snapped up (there are only 5 positions!). For the first time in three years, the first orientation session to the Laidlaw computer site was over-subscribed! Even SAC day was a big success."

UAB tackles tough issues

BUSINESS WILL be brisk at the University Affairs Board this year as members consider everything from the smoking and sexual harassment policies to a report on non-academic discipline and a revised proposal for a parking garage.

At the first meeting of the board Sept. 19, David Neelands, assistant vice-president (student affairs), briefed members on new items as well as the annual business of approving operating plans for facilities such as Hart House, the Department of Athletics & Recreation and residences.

In 1989-90, the Board will also consider:

- the recommendations of a special committee on student societies and human rights, to report no later than June, 1990
- a revised proposal for a back campus parking garage
- a review of student society compulsory fees
- a policy on safety in athletic facilities based on the Report of the Task Force on Athletic Emergency Systems to come before the board by November
- a proposal relating to the construction of new student residences for Innis College
- approval of a new director for the Department of Athletics & Recreation.

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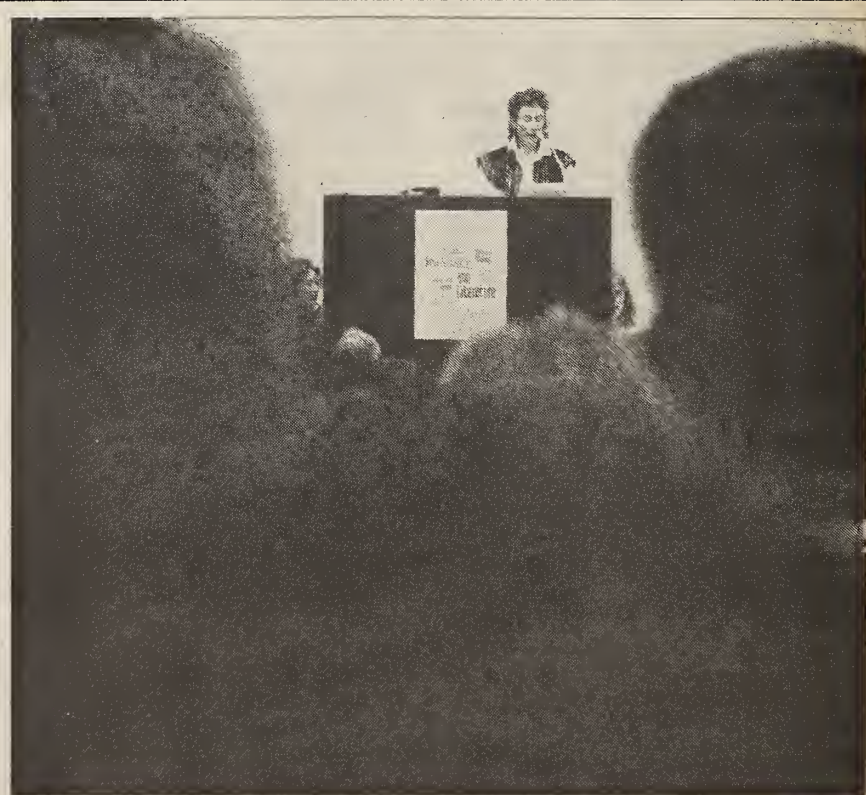
October 22
Peter Hall / Berkeley, California
Reinventing the City

October 29
John Sewell / Toronto
Prospects for Reform

November 5
Birgit Krantz / Sweden
Increasing the Livability of Urban Architecture: Advances from Swedish Experience

November 12
Jorge Hardoy / Buenos Aires
Building and Managing Cities in a State of Permanent Economic Crisis

November 19
Manuel Castells / Madrid
The Informational City: Information Technology, Economic Restructuring, and the Urban-Regional Process



Novel science

Margaret Atwood delivered the first of this year's Wiegand Foundation lectures on Sept. 20 to a packed auditorium in the Medical Sciences Building. Atwood discussed science and the novelist as part of a series on Science, Non-Science & Literature. Author Robertson Davies, past master of Massey College, lectures on magic and the novelist Nov. 8. The Wiegand lectures are organized by the Faculty of Arts & Science.

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Management eyes English outpost

UK campus would focus on international trade

by Karina Dahlin

DEAN Roger Wolff of the Faculty of Management is exploring the possibility of setting up a business school in London, England, in collaboration with the University of British Columbia and a private company.

If the project proceeds, third-year

commerce students will spend a year in England, while Master of Business Administration students will spend one term. Economics students might also attend.

Faculty members from the universities involved will be seconded to the school, with additional lectures provided by teachers from business schools

in London.

The school would have room for 200 students and could start in September 1991. Wolff and his counterpart at UBC hope to have a written proposal ready in three weeks.

For the project to proceed, the school must be financially self-sustaining, without subsidization from U of T, said Wolff.

The money might be raised through fee-based courses for business people in London. Assistance from Canadian companies with interests in the United Kingdom is also possible. Wolff mentioned Olympia & York, currently carrying out a large development on the River Thames.

Because the project will not require the financial support of the University, Governing Council approval is not necessary, Wolff said. But he plans to submit the proposal to the administration for information.

International trade is a major element in the courses taught in management, Wolff said. "It is probably more important in this field than in any other." When the European Economic Community further reduces internal trade barriers in 1992, students in London will be able to study new trends in international commerce first-hand.

The idea for the school was introduced to Wolff by Sam Blythe of Blythe & Co. Travel, which operates a similar project in southern France with Laurentian University. Blythe has offered to build and run the school on land he owns in London. The facilities and land would cost about \$20 million.

Under the terms of the joint venture, the universities would be responsible for academic matters, while Blythe would be the landlord, offer accommodation and make travel arrangements. Fees would be the same as those charged at home but students would cover their own living expenses.

Wolff thought the project would be too much to handle alone so he contacted the business school at UBC. Its commerce program is comparable to U of T's. "Perhaps we will also get in touch with US institutions with similar business programs, such as Berkeley or Michigan," he said.

The practice of sending students overseas is not new to the University. Last year, the School of Architecture & Landscape Architecture arranged for 29 students to study in France and Italy. Arts and science programs were offered to 30 U of T students during the winter at universities in Italy, France and Spain. Woodsworth College offered summer courses for 100 students in Italy.

ACCESS now runs more smoothly

by Jane Stirling

WHAT A difference a year makes — especially for students registering in arts and science courses.

The University's first fully automated course selection system made its appearance last year along with long registration line-ups, overworked staff and a lot of confusion.

This September changes to ACCESS (Assisted by Computer Course Enrolment and Sectioning System), resulting from an in-depth study of last year's problems, have led to a big improvement, said Rick Hayward, associate registrar (registration and enrolment) in the Faculty of Arts & Science.

"This year wasn't perfect but we took

care of 90 percent of the problems," he said. "We had a much better idea of what would happen and the staff was better prepared."

One of the major differences this year was the decentralization of administrative duties from the Drill Hall to the various colleges. Last year, students who wanted to change courses had to endure long lines at the hall on St. George St., while this year they completed their changes at their colleges.

Although there were still some people who had to wait in line, the process moved more quickly, said Hayward, who became ACCESS coordinator this year, responsible for solving day-to-day problems, among other duties.

A 12-member management com-

mittee composed of students, registration staff, secretaries and computer experts was also a big factor in the success of ACCESS, he said. The committee met monthly to eliminate flaws and make the system easier to use. Staff and students received more information this year in booklets that included ACCESS instructions and registration schedules.

One of last year's complaints was the lack of priority given to graduating students who needed, but couldn't register in, certain courses. This year, students in their final year were given priority in courses needed to finish their degree.

The needs of students in other years were also considered. For instance, a first-year student had first choice for 100-level courses and those in second year, for 200-level ones.

Most colleges completed their departmental balloting by the July 1 deadline, Hayward said. Balloting ensures that only qualified students are eligible for certain upper-year courses. It is necessary so the system can quickly register the selected students and let others choose alternatives.

ACCESS was programmed to comply with as many student requests as possible by determining which courses were in heaviest demand, Hayward said. The department heads of these courses were then notified and extra sections added or locations changed to larger rooms.

ACCESS is designed to ensure that the number of students in each course, section, tutorial and lab does not exceed a set maximum. The system was developed to meet local fire regulations.

'Hello, is this registration?'

Phone-in course selection system on the way

STUDENTS IN THE Faculty of Arts & Science may be letting their fingers, rather than their legs, do the walking when they register next year.

A telephone voice-response system would eliminate the treks to the registrar's office and the long line-ups experienced by students every year.

The University is considering the telephone option only for course changes next September, said Karel Swift, assistant University registrar. Full touch-tone registration for arts and science students, including selecting, dropping and changing courses, is a possibility for the fall of 1991, she said.

Students would have "broad access" to the system which would enable them to register from their homes. After enrolment, they would be mailed their timetables.

Voice response offers a number of advantages in the registration process, the most notable being its convenience. Part-time students, particularly, welcome phone registration because it eliminates the need for a trip downtown, with parking and transportation costs and line-ups.

Students will receive immediate feedback on their course requests instead of waiting for weeks, and the system should cut down on course registration errors "because students are entering the information into the computer themselves," Swift said. Registrars will be able to spend more time counselling students, less processing schedules.

Students will be required to pay a fixed yearly fee of up to \$10 for registering by phone. Those not using the system will receive a refund.

The University has been consulting student groups and faculty members about phone registration, in addition to studying systems at other institutions.

This year York University's first full phone-in selection system encountered problems: too few telephone lines and students who didn't adhere to departmental registration times.

U of T is eager to avoid this scenario, said Mark Lippard, director of Information System Services. He is looking at a system with at least 48 phone lines and capacity to expand to 72 or 96. York University has 32 lines.

Spreading its wings



Examining a model of an aircraft engine inlet: Professor Emeritus Gordon Patterson (left), founding director of the Institute for Aerospace Studies; Robert McGavin, chair of Governing Council; President George Connell; President Terry Grier of Ryerson Polytechnical Institute; Premier David Peterson; and Professor Rod Tennyson, director of the Institute.

Peterson visited the Downsview research facility Sept. 13 to help celebrate its 40th anniversary and to open a building extension. The new wing will house three Ontario Centres of Excellence: the Institute for Space & Terrestrial Science, the Ontario Centre for Materials Research and the Ontario Laser & Lightwave Research Centre.

In the course of his visit, Peterson unveiled a plaque commemorating the anniversary and took part in a demonstration of a fibre optic sensor system for improving aircraft materials. He also visited the laboratory of a joint University-Industry project. With money from the Ontario technology fund, the institute is working on the development of analytical instruments with Sclex, a Thornhill-based division of the MDS Health Group Ltd.

Aerospace took advantage of the premier's visit to officially open the hypersonic wind tunnel, used in aerodynamic testing. The tunnel, a joint project of U of T and Ryerson, began operations two years ago, but no ceremonies were held at the time.

JEWEL RANDOLPH

Nota Bene

Architect chosen for arts centre

SCARBOROUGH College's proposed cultural centre is one step closer to reality following the recent selection of architect Peter Smith of Lett/Smith Architects.

Smith is one of Canada's leading designers of arts facilities. Prior to joining William Lett in 1973, he was a partner in the R.J. Thom Partnership where he was in charge of the design and construction of the Shaw Festival theatre in Niagara-on-the-Lake.

In 1982 Lett/Smith was awarded a Governor General's Medal for the 1978 design of the Grand Theatre in London, Ont. Among the firm's other well-known buildings is the Harbourfront Arts Centre.

Scarborough Hall will include a 250-seat theatre, a smaller studio theatre and rehearsal hall, a music room and a public art gallery. The centre, expected to cost at least \$3 million, is a designated recipient of money raised by Breakthrough, the University's \$100 million fundraising campaign.

Erindale fund receives gifts

ERINDALE COLLEGE has received a \$100,000 gift from John Switzer, president of the United Urban Corp., a real

estate company specializing in residential and industrial building. The money will help pay for a new Centre for Management & Social Sciences on the University's western campus. On Oct. 12, 1988, Erindale



John Switzer

launched its fundraising campaign, chaired by Ignat Kaneff. The campaign, part of Breakthrough, has raised \$2 million to date. The goal is \$3 million.

United Urban is well known in west Toronto and Mississauga for building the "Sherwood" communities. Switzer, a resident of Mississauga, received his BA from McMaster University in Hamilton and his law degree from U of T. He is a director of the U of T Law School Alumni Association and a member of Governing Council.

On Aug. 4 Erindale announced the receipt of \$100,000 from the Matthews Group Ltd., the development company



Don Matthews

that built the Novotel Hotel complex in Mississauga. Company chair and chief executive Don Matthews was recently named business person of the year by the Mississauga Board of Trade.

Robertson wins PEI award

PROFESSOR Ian Robertson, a historian in Scarborough College's humanities division, has won the 1989 Publishing Award of the Prince Edward Island Museum & Heritage Foundation. Robertson is the editor of *The Prince Edward Island Land Commission of 1860*, an abridgement of evidence given before three royal commissioners and of their report on leasehold tenure.

The book contains information about political, social and economic life in the mid-19th century on the island. Robertson also provides an overview of the land question from 1767 to 1875.

Polanyi receives Royal Medal

UNIVERSITY Professor John Polanyi has been awarded the Royal Medal, also known as the Queen's Medal, from the Royal Society of London.

Polanyi, a fellow of the Royal Society, received the medal and £1,000 in recognition of his discovery and analysis of the infrared radiation associated with chemical changes — chemiluminescence — which led to the development of the chemical laser.

In 1986 Polanyi and two others shared the Nobel prize for chemistry for work associated with the laser. Today, he continues his research using lasers to study molecular interactions.

Three Royal Medals are awarded annually by the queen on the recommendation of the society council.

The two others honoured this year were David Weatherall for work on the clinical and molecular basis of thalassemia, a group of blood disorders, and John Vane for his development of techniques to detect and monitor substances

in the blood that regulate the circulation.

The Royal Society of London for Improving Natural Knowledge dates back to 1645, when a group of scholars began meeting regularly in London to discuss experimental science, then a novelty. It received its first royal charter from Charles II in 1662.

New president found for ARF

MARK TAYLOR, currently chief executive officer at Cromwell Hospital in London, England, will become president of the Addiction Research Foundation Oct. 1. He replaces Dr. Joan Marshman, who will leave the post after almost 10 years as president.

Taylor was president of Toronto Western Hospital during its merger with Toronto General. He has an MA from the University of Oxford and, in addition to his work in Canada and the United Kingdom, has acted as a consultant in East Africa.

ARF, with its headquarters on Russell St., is one of 13 health care institutions formally affiliated with the University's Faculty of Medicine.

In Memoriam

BERTHA BASSAM, Sept. 2, in Toronto, at the age of 93.

One of Canada's leading library science teachers, Bassam had trained fully half the professional librarians in Canada at the time of her retirement in 1964.

She joined the University's Library School (now the Faculty of Library & Information Science) when it was formed in 1928 and worked there for 36 years, 13 as director.

Upon retirement, she became a professor and director emeritus and received an honorary degree from the University of Waterloo. Subsequently, the alumni of the Library School established the Bertha Bassam lecture series, held every three years.

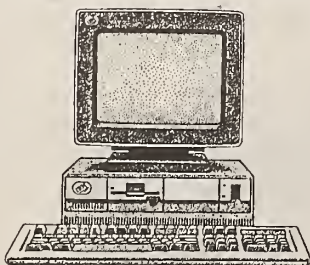
In 1978, she published *The Faculty of Library Science, University of Toronto, and its Predecessors, 1911-1972*.

In the course of her career, Bassam headed the Ontario, American and Special Library Associations, as well as the Institute of Professional Librarians in Ontario. She was president of the Canadian Library Association in 1959-60.

Earlier this year, the library science faculty made Bassam an honorary graduate and gave her a Special Distinguished Graduate Award in recognition of her 60 years of service.

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George Ignatieff, 1913-1989

by Karina Dahlin

Celebrating a man of peace and hope

CLOSE TO 450 friends, relatives and admirers of George Ignatieff attended a memorial service Sept. 19 at Convocation Hall, followed by a reception at Trinity College. Ignatieff died Aug. 10 at the age of 75, leaving his wife Alison and their sons Andrew and Michael.

The service was an occasion to celebrate Ignatieff's full and productive life and his contributions to the University, to Canada and to the world at large, said Professor Robert Painter, provost of Trinity College. The event was one Ignatieff himself would have enjoyed, Andrew said.

"He taught me some very important things about life, among them his sense of occasion and the importance of friends. His sense of occasion cast a special glow on the everyday events of our lives.... He gave himself completely to friendship and was, in turn, sustained by his friends."

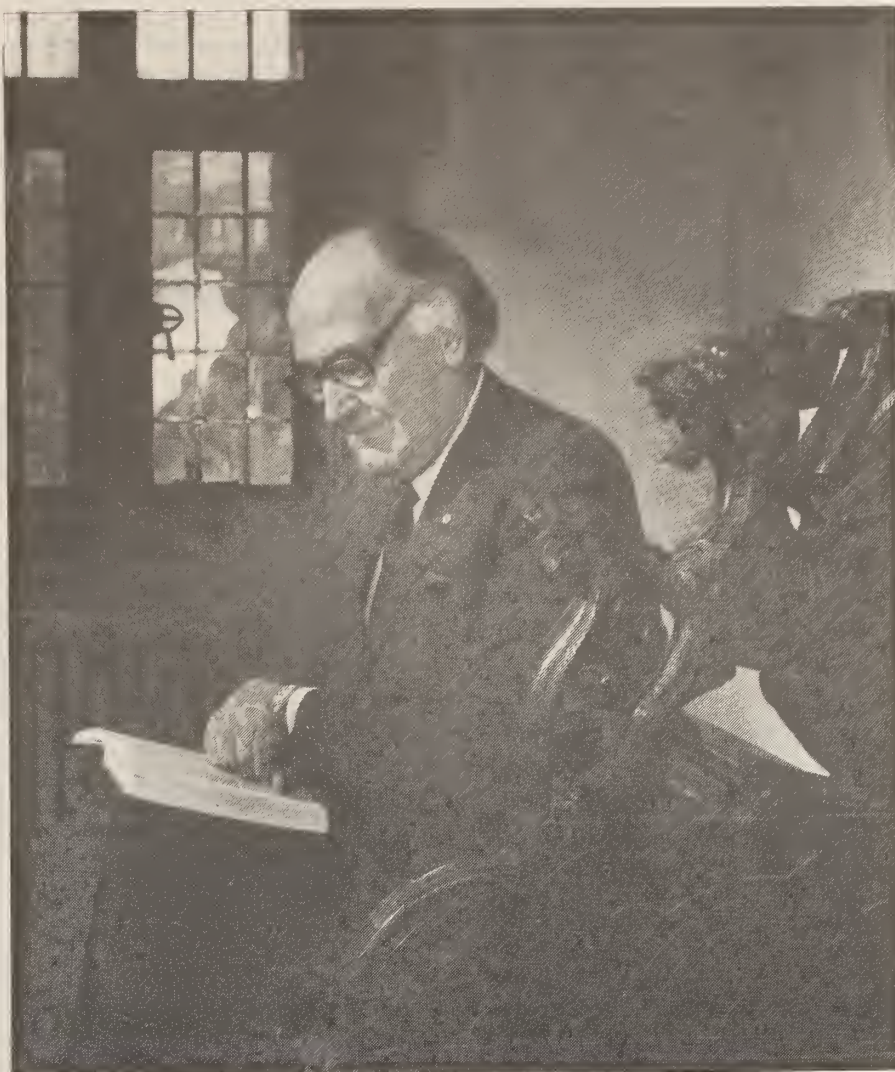
Charles Ritchie, the diplomat and diarist, said he did not want to talk about his friend in hushed and reverential tones. He remembered their time together during the Second World War at Canada House in London, and spoke about Ignatieff's exceptional gifts as a negotiator and his exuberance. "Like many Russians, he was a great talker," Ritchie recalled.

Richard Alway, warden of Hart House, described Ignatieff as one of the most illustrious members of Trinity College. When Ignatieff was considered for the position as provost of Trinity, someone said he should be appointed to give the college "two provosts for the price of one."

University Professor John Polanyi spoke of Ignatieff's contribution to the peace movement — they worked together in Science for Peace — and referred to his autobiography *The Making of a Peacemaker*.

"The word peacemaker was well chosen," Polanyi said. "Some of us are

peaceniks, but 'mongering' is different from 'niking.' The former is a line of business, and for George it was a family business. His grandfather, General Nicholas Ignatieff, and his father, Count Paul, also dealt in war and peace. Whereas most of us regard history as something that happens, they regarded it as something one did."



"He expected no more than to push matters in the right direction, but he succeeded beyond his dreams. A week before his death he played a vigorous part in an international meeting on world peace and he came away, I think, with a strong and well-founded feeling of hope."

Michael Ignatieff gave the last testimonial. He said his father was a confident, resourceful, cheerful and dependable man with the self-reliance of the immigrant. He was a man of contradictions, "a patrician by birth, a democrat by conviction" who, like other creative men, put his contradictions to good use.

"It was at Trinity College that he began his transformation from an insider to an outsider, from a man of influence to a voice of conscience."

Life and death are connected by memories, Michael said, and he asked that his father's friends keep his memory alive.

Ignatieff was born in St. Petersburg, Russia, into an aristocratic family. After the Russian Revolution, his parents fled with their five sons to England where they spent eight years before immigrating to Canada in 1928. Ignatieff entered U of T in 1932 and won a Canadian Rhodes scholarship in 1935, the first non-Canadian to do so.

He was among the first generation of diplomats at the United Nations in the late 1940s. In 1963 he was made Canada's permanent representative to NATO; from 1966 to 1969 he served as ambassador to the United Nations, and the following two years he spent in Geneva as Canadian ambassador on the UN disarmament committee. In 1972, he returned to U of T as provost of Trinity College, a post he held until 1979. He was the University's chancellor from 1980 to 1982.

ROBERT LAINGDALE

The much-decorated veteran of international diplomacy gave the amateurs of the peace movement the courage to challenge authority, said Polanyi.

Recycling efforts mount, coordinator sought

U OF T is looking for someone to coordinate its recycling program. When the job is filled, the pilot project that began in April will be expanded to encompass the downtown campus and the federated colleges.

There are currently 13 buildings involved in the recycling of fine paper, including computer paper, white bond, photocopy and other office paper. Roberts Library is the only building collecting soft drink cans for the recycling project.

The Medical Sciences Building discards a lot of glass, but recycling companies have been unable to accept it because of potential contamination. But George Hutson, a manager of operations and

maintenance in the Physical Plant Department, expects the recycling program to eventually include glass as well as aluminum cans and paper.

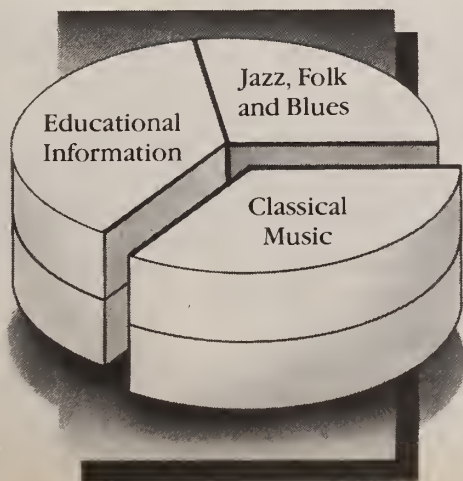
The University's garbage is collected by a private contractor, not by the City of Toronto. New College has made arrangements of its own to have the city collect its recyclable products.

The job of recycling coordinator is a temporary one. It will be given to someone who is well versed in public relations, has an interest in ecology and is a self-starter, Hutson said. In addition to setting up the program, the coordinator will show people which products are suitable for recycling and which must go in the regular garbage.

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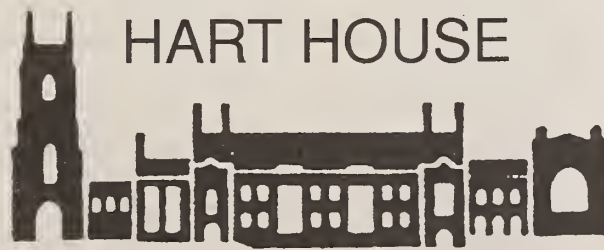
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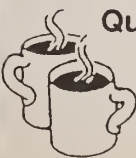
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Laser meets membrane to detect trace elements

by Karina Dahlin

WHEN VISITORS are given a tour of Erindale College, one of the highlights is Professor Ulrich Krull's chemistry laboratory. This is the site of research and development of a pen-sized sensor to detect everything from nerve gas and petroleum compounds to pregnancies and cancers.

That the device will resemble a pen is still a supposition. At the moment it is sprawled across a lab bench and is closer to the size of a briefcase, says Krull. But he refers to it as pen-shaped because the necessary pieces are available in this format and because it will be a practical shape for a monitor with popular appeal.

The body of the sensor will be the same for all jobs, but the inner components differ for each chemical that is being measured. At the heart of the invention are thin quartz cylinders coated with membranes containing light-sensitive chemical receptors.

To detect a bomb hidden in a suitcase, for example, the sensing device would be held over the luggage for a few seconds. Traces of chemicals from the explosive, emitted into the air, contact the quartz cylinder and interact with the chemical receptors in the membrane coating. At the same time, a battery generates a laser beam inside the device. The interaction between the chemical receptors and the chemicals in the air cause the laser beam to change. If the changes in the beam match the changes measured in the target explosive, there's a bomb in the suitcase.

Prototype

Krull has worked on the project for three years and hopes to have a prototype ready in another three. The past year has been the best so far for the project. He now has a better idea of how the sensor works and has succeeded in his

first measurement, of a neurotransmitter, by coating the quartz cylinders with an enzyme known as acetylcholine.

This method of measuring the effect of drugs on the nervous system can be of value to pharmaceutical research. But it is the confirmation that the design works that makes Krull optimistic about the device. His next step is to use antibodies to measure antigens.

Analytical chemistry is not new. And

chromatography and spectrometry will continue to be the most accurate ways to identify the properties of a specimen. Optical sensors such as Krull's are suitable for monitoring and are less expensive and faster than traditional methods.

One of Krull's accomplishments is his success in growing a membrane on a quartz plate. He already has three patents on lipid membrane-growing technology. Eventually, he hopes U of T will

seek a patent for the finished sensor, and an industrial sponsor. The device, however, is unlikely to be the only one of its kind on the market.

Canada is among several countries in the western world that have identified biotechnology as a strategic area of research and development. As a result, a large number of products that mimic the human body will emerge in the early 1990s, Krull predicts.

Anticonvulsants threaten fetuses

Researchers combat birth defects

by Jane Stirling

A UNIVERSITY research team is hard at work devising tests to identify pregnant women whose fetuses are at risk of being harmed by drugs.

Professor Peter Wells of the Faculty of Pharmacy has spent the last nine years examining the connection between anticonvulsants, taken for epilepsy, and birth defects. One clue to the puzzle may be an enzyme, called prostaglandin synthetase, that breaks down the drugs to create highly toxic by-products in fetuses.

While Wells is not the first person to identify the enzyme (which produces essential fatty acids) he is the first to provide evidence that it can cause birth defects.

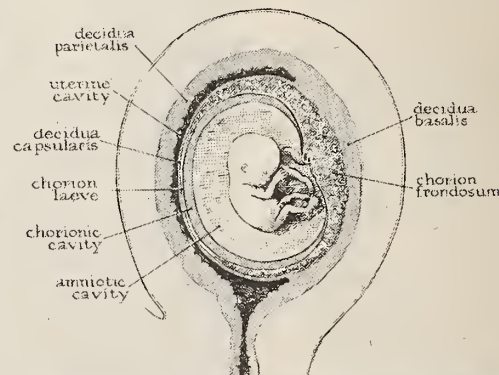
Anticonvulsants normally increase the risk of major side effects in fetuses, including facial deformities and heart defects, by two to eight percent. Between 0.3 and 0.5 percent of all pregnancies involve epileptic mothers and, in the US, about 6,000 babies a year are exposed to the drugs.

The fetus, Wells said, is susceptible because its tissue is in the developmental

stage, whereas the mother is generally not affected because her system is fully developed, and can therefore produce detoxifying enzymes.

In Wells' studies of pregnant animals treated with thalidomide and anticonvulsants, the incidence of fetal deformities and deaths more than doubled either when prostaglandin synthetase activity was artificially stimulated or when critical detoxifying pathways were inhibited through the use of chemicals.

Wells has discovered two methods of reducing fetal toxicity — blocking the enzyme's activity through the use of chemical inhibitors and enhancing the body's ability to detoxify drug by-products through the use of antioxidants and related protective chemicals.



The embryo at three months, from *Pictorial Human Embryology*, by Stephen Gilbert, University of Washington Press, 1989.

Until last summer his research on anticonvulsants and structurally similar drugs, such as the tranquillizer thalidomide (banned in Canada since 1962), focused on studies of pregnant mice. Experiments using human cells are now in progress.

He hopes his research, supported

by the Medical Research Council and other foundations, leads to the development of clinical tests that can detect dangerously high levels of the enzyme and inadequate detoxification in pregnant women. These women could switch to less toxic drugs or take additional medication to keep toxic by-products from forming or to block their harmful effects.

His studies also may lead to the development of safer drugs that are not affected by prostaglandin synthetase.

1989 Gairdner Foundation International Awards Lectures Auditorium — Medical Sciences Building University of Toronto

THURSDAY 19 OCTOBER — Chairman: R.B. Salter, O.C., M.D.

- 12:00 noon Welcoming remarks
C.H. Hollenberg, M.D.
President, Gairdner Foundation
J.H. Dirks, M.D.
Dean, Faculty of Medicine, University of Toronto
- 12:10 p.m. Intracellular calcium and secretion control in mast cells
Erwin Neher, Ph.D.
Max-Planck-Institut für biophysikalische Chemie,
Göttingen, West Germany
- 12:40 p.m. Patch clamp techniques used for studying synaptic transmission in the mammalian central nervous system
Bert Sakmann, M.D.
Max-Planck-Institut für medizinische Forschung,
Heidelberg, West Germany
- 1:10 p.m. The molecules and genes important for T-cell recognition
Mark M. Davis, Ph.D.
Stanford University School of Medicine, U.S.A.
- 1:40 p.m. The T-cell receptors
Tak W. Mak, Ph.D., D.Sc., F.R.S.C.
The Ontario Cancer Institute, Toronto

FRIDAY 20 OCTOBER — Chairman: H. Schachter, M.D., Ph.D.

- 12:00 noon The penicillin-binding and penicillin-hydrolysing proteins
Jean-Marie Ghuysen, Ph.D.
Université de Liège, Belgium
- 12:30 p.m. Unraveling the defect in Duchenne and Becker muscular dystrophy
Louis M. Kunkel, Ph.D.
Children's Hospital, Boston, U.S.A.
- 1:00 p.m. The genetic approach to understanding Duchenne muscular dystrophy
Ronald G. Worton, Ph.D.
The Hospital for Sick Children, Toronto

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This is the word of the Lord — or is it?

by Karina Dahlin

WHEN JESUS taught his disciples the Lord's Prayer did he tell them to ask for forgiveness of debts and trespasses, as recorded in the gospel of Matthew, or of sins, as recorded in Luke? No one knows what he really said on this occasion or on others, but a group of scholars is trying to establish what he most likely said.

It is a sensitive topic for those who believe the Bible was dictated by God and that everything in the book is divine, says Professor Michael Steinhauser, director of advanced degrees studies at the Toronto School of Theology (TST).

With different denominations and degrees of belief, Christians have one common point of reference: the Bible. This is where the words of Christ are recorded and where the meaning of Christianity can be found. For many, the book is the backbone of their faith. But it is also a historical document and it is

pink and grey to black (Jesus did not say this).

On Oct. 19, close to 100 participants will gather in Toronto, this time to scrutinize Jesus' words in the Q document. (For others interested in the subject, a number of lectures will be arranged by the continuing education division of the TST.) In this case, their research is almost identical to that carried out by the Q document scholars. In fact, the three U of T fellows of the Jesus Seminar are among the seminar's experts on Q.

There are no physical traces of the Q material, but there is no doubt that it existed, says Kloppenborg. It was used to write the gospels of Luke and Matthew. In many instances the two agree almost verbatim in their citations, which proves they had the same written document in front of them.

Q — from the German *quelle*, "source" — has already been reconstructed four times in Greek and half a dozen times in English or German. This is the first time it has been done by a team. The 20 scholars on the project work in subcommittees that collect all arguments and relevant documents before they reconstruct certain sayings. The result is submitted to the full team for critique. "The result, we hope, will have as few individual idiosyncracies as possible," says Kloppenborg.

In the process, all the texts, old and new, will be entered into a data base that can be used by future scholars. The new Q document itself will be published in a couple of years in a small book in Greek with an English translation.

From a popular point of view, the Jesus Seminar is a "sexier" project than the Q study, says Kloppenborg. But Q is shedding new light on the origins of Christianity. The scholars have found signs of editing and have concluded that it was done for political reasons.

"It appears to some of us that the people represented by the very early strata of Q display marks of a

subculture, in a way like that of the 1960s. Things tended to be free and easy and you aligned yourself with a particular subculture by taking on a certain emblematic behaviour or dress," says Kloppenborg.

"It looks to me that the earliest stages represented by Q were a mildly radical

Director seeks Jesus the man

JESUS HAS caught the imagination of film makers. Last year *The Last Temptation of Christ* caused a stir, this year *Jesus of Montreal* is a hot topic and next month Hollywood director Paul Verhoeven will attend the Jesus Seminar at the Toronto School of Theology to gather background material for his film *Christ the Man*.

The high point of the seminar should be of interest to the movie director. On Oct. 21 Professor Bernard Brandon Scott of Phillips University Graduate Seminary in Tulsa, Oklahoma, will address the fundamental question: was Jesus a charismatic prophetic figure in the Jewish tradition or a wisdom teacher closer to the model of Hellenistic mystics? Scott's conclusion will be drawn from all voting results made by seminar fellows over the past four years.

Verhoeven, a long-time associate of the Jesus Seminar, is aided in his research by a "cinema seminar." For the Toronto meeting he has asked seminar fellows to provide him with information about Jesus' life from shortly before the journey to Jerusalem through the events of his final week. Specifically he wants to know Jesus' intentions, hopes and fears shortly before his trip to Jerusalem.

information. The public deserves the best information on the subject of Jesus," notes one scholar in the seminar newsletter.

Participants met for the first time four years ago. Since then they have examined and colour-coded the gospel of Mark and the parables of Jesus. The colours vary from red (Jesus said this) through



From Fifteenth Century Woodcuts & Metalcuts, published by the National Gallery of Art, Washington, D.C.

or social protest movement that wasn't particularly concerned about its own identity. As the Q people came to experience a certain degree of ostracism by other religious and political authorities in Palestine, they were forced to reflect on their own social boundaries.

"In the second stage of the Q document there is extreme concern about defining who 'we' are and who 'they' are. So you get a lot of negative language about co-religionists — Pharisees, for example. There is a string of vicious denunciations of the leading competitors of the Q people."

It is by putting a saying into its original social context that the scholars reach their conclusions. Take the sin-debt alternatives in the Lord's Prayer. While the word for debt in Aramaic can express sin, the consensus is that Matthew's version — debt — is the correct one.

"It would be quite mistaken to think that a person would say 'I'm only thinking of my debts as my sins' when we know for sure that indebtedness was probably the most serious social problem of the day and was one of the factors that contributed to the Jewish war in the decade of 70 A.D.," says Kloppenborg.

To those who worry that questioning the Bible will erode the foundations of their faith, Kloppenborg points out that it was not considered a virtue in early Christianity to parrot sayings of Jesus in an unchanged way.

"Every time a saying of Jesus was repeated, orally or in writing, it was framed in such a way as to speak meaningfully to the present audience. What you are supposed to believe is the intention of the story."

The typical reaction of Kloppenborg's undergraduate students to his introduction to the New Testament is turmoil. "They will be angry that no one told them this before because it makes sense to them. Up to this point they have been living with all sorts of nagging fears and guilt because they felt they were being disloyal to something their ordinary

understanding wouldn't let them swallow."

When you give them the other part of the story, I think it helps them think intelligently about their faith."

GREAT SUNDAYS!

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Higher fees won't undermin

Continued from Page 1

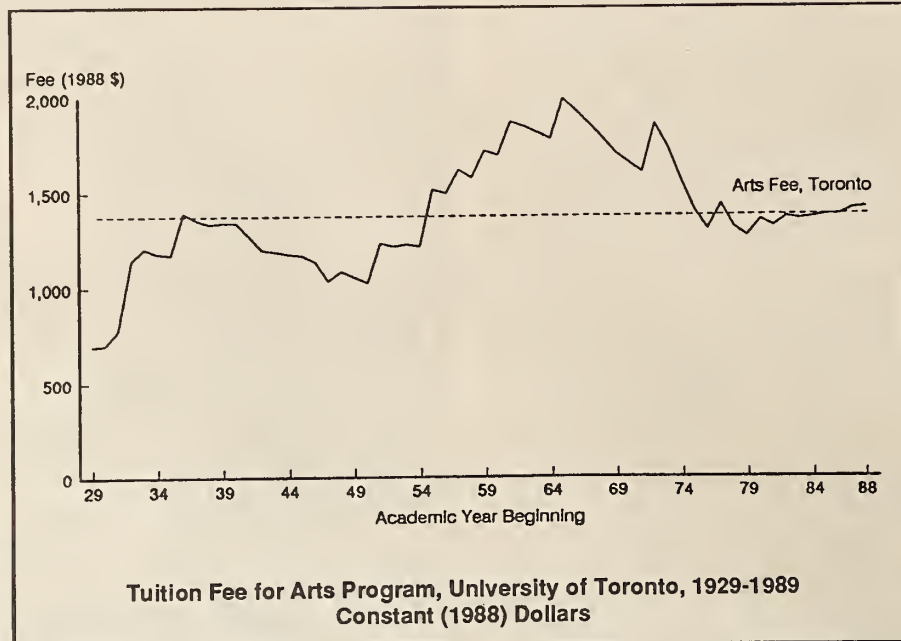
and related matters.

Stager does not fully endorse the Queen's proposal (he believes a new student aid plan should be administered by the province, not by individual universities) but he agrees that fees must rise. "It's an unpopular position to take," he said in a recent interview, "but I think there's an increasing recognition that fees will have to go up in order to maintain the resources to do an adequate job of higher education."

Rates of return

Students can well afford higher fees given the "rate of return" on their investment in a university education, Stager says. The rate of return is akin to interest on a savings bond — an annual percentage on the initial investment. *Focus on Fees* shows that women with degrees will make on average 15.2 percent a year on their educational investment, men 14 percent. The rate varies from about four percent for male graduates of arts and science and teaching to 18.2 percent for dentists. In short, university graduates earn a good deal more on their investment in an education than they would on other kinds of investment. They make considerably more money in the course of their working lives than high school graduates.

Stager also shows that the decline in earnings for university graduates in the 1970s was a short-term result of an unusually large influx of graduates into the labour market. By 1985 the income



levels of those with degrees had returned almost to the level of the 1960s. "The higher rates of return for individual graduates mean that students can be expected to continue to invest in their own education, and that society can continue to enjoy the resulting external benefits without having to increase subsidies [to students] to achieve this objective," he writes.

While the incomes of university graduates justify higher fees, tuition increases should not be uniform for all programs, Stager says. "Whatever else happens, fees ought to be differentiated by program. You can see that clearly. Medical students

pay the lowest percentage of their educational costs than any of the major programs and have the highest rate of return. Somehow that doesn't seem equitable to me."

Last year tuition fees for medicine and dentistry covered only about four percent of the total cost of those programs. In arts and science, fees covered almost eight percent. All told, it costs students, their families and the taxpayer about \$45,000 a year to train a dentist and \$44,000 to train a doctor, compared with \$18,000 for arts and science. These figures include all direct and indirect costs to the province, the university and the individual student, including the net income he or she would have earned working full-time rather than studying — on average about \$7,500 a year.

It is often said that university graduates already suffer from an insupportable debt burden, but the facts do not support the assertion, Stager says. The average student debt at graduation is only about \$7,500 — \$7,000 for arts and science graduates, \$13,500 for dentists, \$12,300 for doctors. But university graduates earn on average about \$40,000 ten years after graduation and loan repayments require only about five percent of gross earnings in the early years.

Still, despite a relatively low level of debt, Stager would like to see a new student aid program. "More than anything else," he says, "I would encourage an income-contingent loan plan, where students borrow what they need and then repay according to their income. If they

need to take 20 or 30 years, they can. It makes so much sense." Doctors could eliminate their university debt more quickly by making larger payments, while journalists, who earn less money, would make smaller payments over a longer period of time.

Both Australia and Sweden have recently adopted income-contingent plans. Australia's is administered through the tax system. "You simply have a statement of what you owe on your tax file and you have to skim off two percent, or whatever, of your taxable income each year as repayment. It's really a much more efficient system than we now have in Canada."

Accessibility

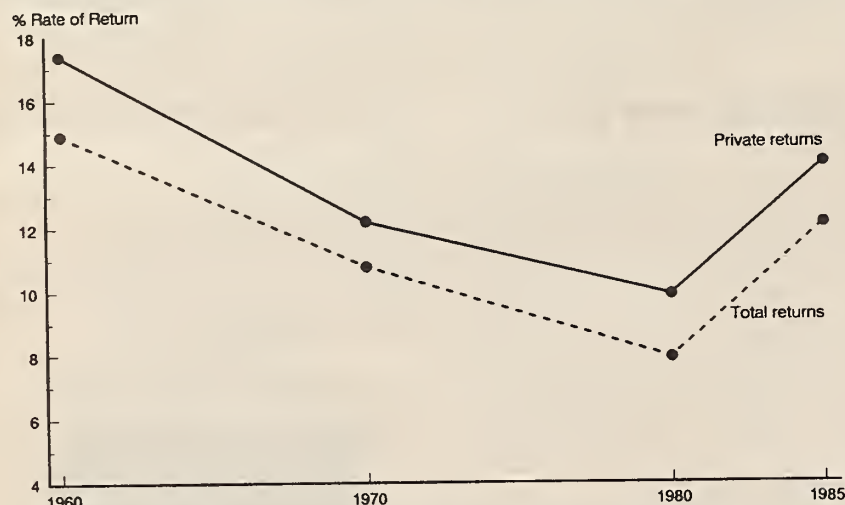
"The government has a confusing, almost schizophrenic view of accessibility," Stager says. "Sometimes they use the term to mean the total number of people who go. But that's only looking at head counts. Accessibility has also meant changing the composition of the undergraduate population so that minority groups are more represented."

The proper concern of the universities should be the quality of education. The government may want to encourage participation, but Stager believes it should do so in a more targeted way. "The prime case is trying to get more native students into law school and out there as lawyers. That takes a specific policy that's bigger than university policy."

Stager says higher fees won't have a major impact on enrolment rates among 18- to 24-year-olds or on access to education for under-represented groups. "When Australia abolished fees, participation from lower income groups didn't increase. It is clear from every study that there is very little enrolment sensitivity to changes in price. You can raise fees and have virtually no impact on enrolment, especially in professional faculties. We could raise tuition considerably in medicine, engineering and law and it would have very little impact on the number of students who graduate."

Students — especially those bound for the lucrative professions — make their major career decisions in late grade school and early high school, mostly on the basis of parental influence. "People who start off saying they'd like to be engineers may end up being lawyers, but there is this self-image that they're going to be well-educated professionals and among the higher paid people in the labour market.

"I don't like the sociologists' sense of



UNIVERSITY OF TORONTO
THE GOVERNING COUNCIL

HONORARY DEGREES, 1990

Members of the University community are invited to submit nominations for recipients of honorary degrees in 1990.

Nomination forms are available from the
Office of the Governing Council.

The deadline for the receipt of nominations is October 13th, 1989.

Enquiries should be directed to:

Ms. Irene Birrell
Secretary

Committee for Honorary Degrees
Office of the Governing Council
Room 106, Simcoe Hall
978-8794



GOVERNING COUNCIL
ACADEMIC BOARD

SPECIAL COMMITTEE TO REVIEW THE POLICY AND PROCEDURES ON ACADEMIC APPOINTMENTS

The Academic Board of the Governing Council has established a Special Committee to review the *Policy and Procedures on Academic Appointments*. This policy applies to all full-time appointments to the rank of Lecturer and above, and to the rank of Tutor and Senior. It covers such matters as: probationary periods, the nature of tenure, detailed procedures for tenure consideration (including the means of assessing a candidate's scholarly and professional accomplishments and teaching ability), cross-appointments, appeals against denial of tenure, termination of tenured appointments, contractually-limited term appointments, appointment of Tutors, Senior Tutors and University Professors.

Members of the University community are invited to write to the Special Committee conveying their views about any issues arising out of the *Policy and Procedures on Academic Appointments* and its implementation which should be addressed.

Submissions should be sent to:

Professor Cecil Yip
Chair
Special Committee to Review the Policy and Procedures
on Academic Appointments
Office of the Governing Council
Room 106, Simcoe Hall.

The deadline for submissions is Monday, October 23rd, 1989. If you have questions please call the Secretary of the Special Committee, Ms. Irene Birrell, at 978-8794.



University of Toronto



1989 UNITED WAY CAMPAIGN

Toronto is depending on you

Toronto may or may not be the "world class" city touted by its political and corporate boosters. If one measures urban status by the size of its social problems, however — its homelessness, its poverty, its alienation — Toronto has some claims to greatness. One has only to reflect on the testimony on the next two pages to sense the serious disharmony that is masked by the Dome stadium, Harbourfront condos and other expressions of corporate hype.

In a more perfect world these problems would not exist or, if they did, they would be solved collectively by government. We do not, however, live in such a world, nor is its appearance imminent.

In our world the United Way is the most effective and efficient means by which each of us can help Nellie's or Dixon Hall, or the hundreds of other social welfare agencies to address the problems that government can't, or won't, resolve. We may not like to give and we may not



Co-chairs Alec and Michael toast to success of United Way Campaign

like the way we are asked to give, but unless we donate what we can, social agencies across the spectrum, from the Red Cross and the Boy Scouts to Jessie's and Women in Transition

will wither, more wives will be battered and yet more old men will freeze to death in our parks and alleys this winter.

This year, when the University is

asking the community for \$100 million for Breakthrough, it is more appropriate than ever that we, who make up the University, give something back through the United Way.

University of Toronto faculty and staff gave \$521,000 last year, of which 88 percent went directly to almost 200 agencies which, without this money, **COULD NOT HAVE SURVIVED.** United Way funds legitimize agencies, particularly new and experimental ones, and enable them to lever much greater amounts from both public and private sectors.

You may, if you choose, designate the charity you wish to receive your donation. If you give by payroll deduction you will scarcely notice it amongst your other deductions. Moreover, your donation will appear on your T4 form next year and you will receive much of it back in your tax refund.

BRIAN LACY

* * *

Your United Way canvasser will provide you with a pledge card in the next couple of weeks. For the sake of the homeless, the battered, those who are less fortunate than we, complete the form and return it as soon as possible.

The folks at Dixon Hall

by Karina Dahlin

The agency that began in 1929 with a simple mandate to feed the hungry has grown from a depression-era soup kitchen into an agency that can help people find employment, housing, friendship and self-esteem. Prevention is the goal behind much of the work done at Dixon Hall.

Dixon Hall is located south of Regent Park, Canada's largest public housing complex with 12,000 residents. Another 6,000 people in the Parliament-Queen Street area are directly or indirectly affected by the work of Dixon Hall. Income figures indicate the local population's need: 58 percent earn less than \$15,000 a year, compared to 10.4 percent for all of Metropolitan Toronto.

The greatest concerns in the area are housing, mental health and drug abuse, says Elspeth Heyworth, executive director. The biggest problem for Dixon Hall, however, is the time its staff must spend on government relations. The centre receives 70 percent of its funding from the four levels of government (federal, provincial, Metro Toronto and City of Toronto) but the work that it takes to find available grants, apply for them and report back on them is a frustrating exercise. In many cases, a government program will only allow funding for a certain problem.

"It is very difficult for the huge bureaucracies of governments to be responsive to all the needs of someone. That is why the United Way funding we get is incredibly important. It allows us to be flexible and deliver in a way that works," says Heyworth.

Last year, Dixon Hall received \$309,000 from the United Way. The target this year is an increase of about 12 percent to help with programs in the areas of race relations and drug abuse among young people. Neither government funding nor United Way grants can help Dixon Hall with its plans to renovate and expand so a \$1.5 million fundraising campaign chaired by former mayor David Crombie was started in August.

Heyworth, a professor of social work at York University, has learned during her four-and-a-half years at Dixon Hall how hard it is to raise money for activities that fall in a "grey" area.

"It is easier to sell yourself if your cause is cancer or blindness. Those are certainly worthy causes, but much public funding goes for the treatment of people after they are destroyed rather than before."

The before-the-fact work is what Dixon Hall is all about. Its mission statement says it "strives to meet the diverse needs of those in the

local community whose life chances are diminished by poverty, isolation, discrimination, illness, or lack of education and other resources." Among its activities are:

- **COMMUNITY DEVELOPMENT:** helping local residents deal with issues that affect larger groups, such as elevators for seniors, the proposed closure of the Wellesley Hospital, AIDS, police relations and schools.
- **EMERGENCY SHELTER:** accommodates up to 60 homeless men. A five-man dormitory associated with the shelter prepares men for living in long-term housing.

See VARIETY : Page S4

Michael G. Finlayson

Michael G. Finlayson
Co-Chair
U of T 1989
United Way Campaign

Alec Pathy

Alec C. Pathy
Co-Chair
U of T 1989
United Way Campaign



A social gathering. Older adults keep active and involved at Dixon Hall's senior citizens program.

Healing the wounds of oppression

by Sonia Zvyatkauskas

"Immigrants choose to come to Canada. They prepare for it, they save for it, they usually know somebody here and they frequently have a job. It's actually a choice for a better life. Refugees don't have a choice, they're forced to flee."

Joan Simalchik, Coordinator, Canadian Centre for Victims of Torture

Chileans, Guatemalans, Somalians, Ethiopians, Iranians - they have come at great cost. Family, friends, homes, livelihoods, all gone - a heavy price to pay for entry to a foreign land, but then for the torture victim, the cost of staying behind is even greater.

About 20 per cent of all Canadian immigrants are refugees. Many are well-educated, prominent members of their former communities who, without papers or money are fleeing the torture practised in over fifty countries. Their very survival dependent upon finding somewhere that will accept them, torture victims arrive in Canada disoriented and afraid. This, for many, will be the hard part. Having lived through unspeakable atrocities, they must now make the adjustment into mainstream society in a foreign country.

The Canadian Centre for Victims of Torture, founded in 1977 by Dr. Federico Allodi, a Toronto psychiatrist, and Dr. Philip Berger, a family physician, was a de-centralized, integrated response to the influx of refugees that had been tortured. Organizing a team of doctors, lawyers, counsellors and social workers, the Centre began to address the complex needs of torture victims.

Says Joan Simalchik, Centre Coordinator, "refugees have integration problems - difficulties accessing the host society, language problems,

family reunification problems, loss of status, plus all the additional problems that they may experience as a result of the torture. Known as 'post-traumatic stress disorder', also found in victims of natural disaster, its symptoms include anxiety, depression, insomnia and fearful nightmares. However, unlike the survivor of an earthquake who may take some small comfort in the randomness of circumstance, the victim of torture must come to grips with the very purposefulness of the torture itself. Designed to crush the ego and cripple its victims, the effects of torture are brutal and last long after the physical scars have healed.

No one anticipated that client demand at the Centre would be as great as it has been. Since January of this year alone over 200 new refugees have been recommended to the Centre, mostly through legal or other community agencies. In turn,

the Centre will coordinate referrals to any number of ongoing services such as medical assessment and treatment. Courses in English as a Second Language are also provided by the Centre, along with Job Readiness Training, public information and awareness services, and a volunteer befriender program which connects the refugee to someone who will provide ongoing personal support.

Although there is no typical profile of a victim of torture, their common experience of violent repression can result in difficulties dealing with authority figures such as police, employers, or welfare workers. Likewise, officials may misread the behaviour of the torture victim. A police officer, seeing the refugee turn on his heels at first sight may give chase, and the end result, compounded by the language barrier, could be an unwarranted police record. Employers may mistake absenteeism or lateness, brought on by the victim's anxiety, for a lack of commitment. Or a welfare worker, faced with an incomplete application, may cut the victim off social assistance.

Although the Canadian Centre for Victims of Torture receives funding



from a number of sources, including different levels of government, United Way contributions carry special meaning according to Joan Simalchik. United Way support indicates to the victim a sense of community welcome and approval. It is the very kind of approval refugees need to encourage their active contribution to society. The refugees, while in need of our understanding and support, are quite adept at self-help. Last year for example a client, now an accountant, returned to fill out income tax forms for the newer referrals. "It's extremely gratifying to be invited to the wedding of someone who threatened suicide three years ago."

Perhaps there is no way to undo what has been done. The legacy of torture is one we all must bear. While our politicians cry out against oppression, as a community we can provide haven. United, we can begin the process of healing.



Nellie's — Shelter

by Jane Stirling

Nellie McClung, the feminist who was a leader in securing the vote for women in Canada, would be proud of her legacy.

The emergency shelter that bears her name provides an essential service for women in Toronto. Funded by the United Way, Metro Toronto's Department of Community and Social Services and private donations, it offers a sanctuary to women in many different situations.

Opened in 1974 at 275A Broadview Ave., Nellie's shelters 30 women and children a night and more than 100 a month. Many of those who use its accommodations are women in search of affordable housing, says staff worker Joan Johnson. Others include battered women, transients, those released from jails and those evicted from their homes. Its doors are open 24 hours a day, every day of the year to those from ages 16 to 96 with or without children. The hostel is operated by a paid staff of 11, a group of volunteer workers and a board of directors.

The 11-bedroom home is full about 80 percent of the time, with its peak periods occurring in the winter months. There is no waiting list and

if space is unavailable at Nellie's, employees provide a list of other refuges. Single women are welcome to stay for three weeks while those with children can be accommodated for one month.

As well as providing a "safe house" for women who have been in an abusive situation, Nellie's offers emotional and psychological support. Individual counselling is available and staff workers will offer referrals to medical or legal experts. A weekly mothers' discussion group provides both social outings and discussion periods for residents and non-residents.

Children are also included in support programs. The parent relief program, established in 1984 and staffed by two employees, provides a daycare atmosphere and social outings for youngsters.

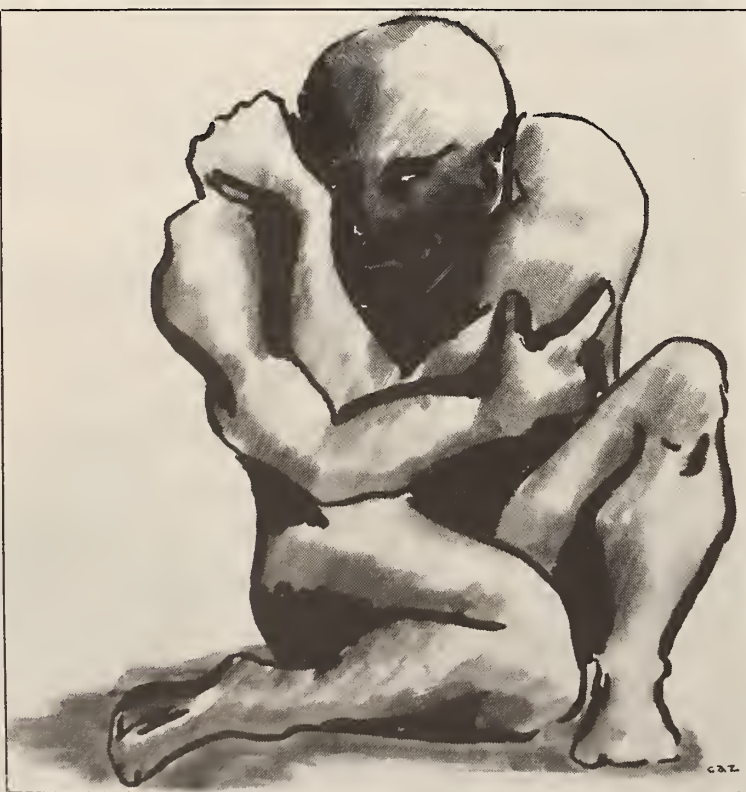
In addition to its main facility, Nellie's operates three second-stage houses and two units at a subsidized housing project.

In the second-stage houses, women can stay as long as one year enjoying the benefits of full-time staff who do informal counselling, resident advocacy when necessary and assist in developing cooperative living arrangements. Residents pay a monthly housing fee and assume shared responsibilities for house chores.

In the subsidized housing units, called Homes First, the rents are affordable and the stay is indefinite.

This year, the turn-of-the-century shelter is being painted and primed for its 15th anniversary. Staff workers are also planning two new projects for the 1989-90 year — a resource centre for women to discuss their concerns and an employment project to assist women in creating their own jobs.

Original start-up money for the refuge came from the YWCA and the United Church of Canada. The Atkinson Foundation provided a



Breakthrough and the United Way

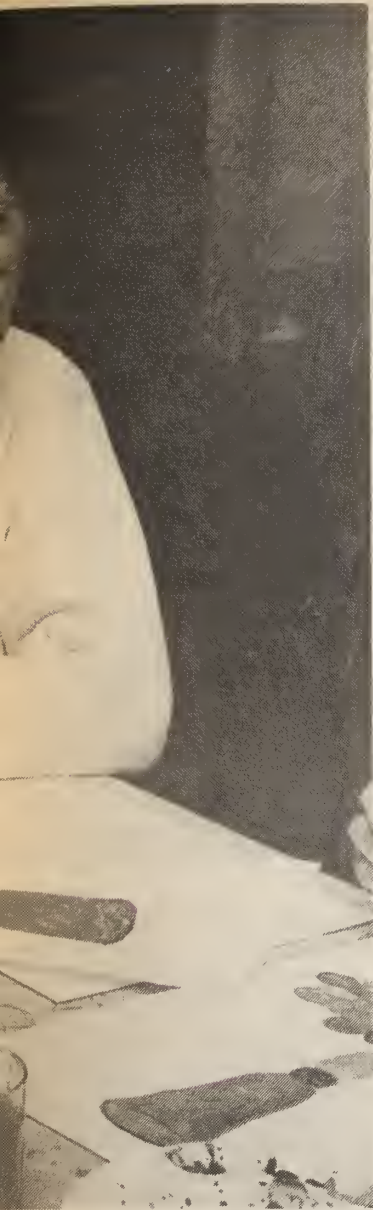
Early this year the University's Breakthrough Campaign came knocking on the doors of faculty and staff for support. We were asked to show our commitment to the University through giving financial support to the many projects badly needed at U of T.

Breakthrough is also asking the community of this city to make significant financial contributions to its campaign. It is more than just etiquette that we give something

back through the United Way.

While the University of Toronto can claim that it educates and provides facilities for thousands, it needs to be seen by this city as a caring institution.

Through supporting Breakthrough we show our concern about the quality of higher education. Through supporting the United Way we show our concern about the quality of life of all people in Toronto.



Woodgreen Chinese Older Adult Centre

Woodgreen Chinese Older Adult Centre (left) provides a variety of educational, social and recreational activities for Chinese-speaking older adults in East Toronto. The centre aims to prevent social isolation and promotes physical and mental wellness among the seniors through linguistically and culturally accessible services.

Programs include classes in arts, Cantonese music, crafts, Tai Chi and fitness. The seniors also benefit from trips, educational workshops, lunch clubs and festival parties.

The centre staff work with a group of dedicated Chinese older adults who through their active participation contribute immensely to the overall programming. This satisfying involvement allows the participants to offer their talents and experience to the community at large.

A donation of just under \$100 can provide one adult membership in this program for a full year.



The Meeting Place

The Meeting Place (left) is a drop-in centre for homeless and socially isolated adults at St. Christopher House on Queen Street West. At the drop-in, members can do their laundry, have a shower, take part in various activities including cooking, bowling, Radio Drop-In or the Odd-Job Co-op, or simply relax in the comfortable and friendly environment. Staff and volunteers are always on hand to provide assistance and information concerning housing, employment, health and addiction counselling as well as referrals to other community services. Members have taken an active role in other St. Chris activities including volunteering for the Meals on Wheels program, assisting with special events and other activities related to housing and poverty.

A donation of \$50 would subsidize one person to use The Meeting Place program for an entire year.

Bond Street Nursery School

Bond Street Nursery School (above) is a half day (morning or afternoon) nursery school for children 2 1/2 - 5 years old. The nursery is a mixed setting where children from low-income and high-risk families are well integrated.

The school provides children with a nutritious breakfast and snack as well as an environment where they are encouraged to play cooperatively, learn basic skills, and experience a wide range of arts and exercise activities. In this nurturing environment the children are also encouraged to discuss their feelings and ideas.

The emphasis of the Bond Street program is on participation. Parents are actively involved in the school and the many complementary programs available to them.

The Bond Street Nursery School is free to parents on low incomes who qualify for a Metro Day Care subsidy. Fee paying spaces are available.

A donation of \$255 would roughly cover the cost of providing one child with care for a month.

r from the Storm

capital grant and the, then, United Community Fund offered an emergency grant for one year.

In January 1978, a capital campaign was launched to purchase and renovate the house. The campaign, which included a generous contribution from the Rotary Club of Toronto, was successful. A loan was secured from Canada Mortgage and Housing, and a complete renovation was undertaken.

Historically, the shelter has been involved in initiating and participating in community projects related to the needs of women. Among these are Jessie's Centre for Teenagers and Margaret Frazer House, a long-term residence for women with mental health problems. Nellie's is also involved in the Ontario Association of Interval and Transition Houses and the Assaulted Women's Help Line.

Tax credit makes your giving easier

Getting help to the thousands of people served by the United Way begins with a financial commitment from you.

This week a volunteer canvasser will provide you with a personalized pledge card. The cards come pre-printed with all the repetitious material accounting needs to accurately process your donation and require only that you specify the amount of your pledge, method of payment, sign and date it.

Through payroll deduction you could make a donation as large as \$120 for as little as \$10 a month. Deductions begin in January 1990 and a tax credit is issued to you for that year.

When making a payment by

cheque you receive a tax credit for 1989.

Tax payers now receive a federal tax credit of 17 percent for their first \$250 of charitable donations and 29 percent for all donations above this amount. This federal tax credit correspondingly lowers the amount of provincial taxes you pay. It is noteworthy that all payers receive the same tax savings for their donations regardless of income.

These details are worth mentioning not because you might choose to donate solely on the basis of receiving a tax credit, but because you might judge better how much to give based on the real cost to you.

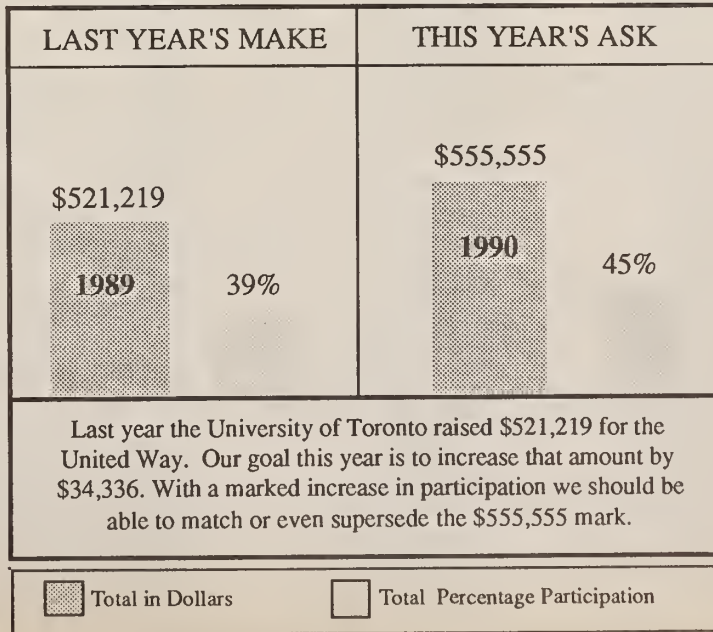
Your money is hard earned and the high cost of living greatly affects

how you spend it. When you make a donation to the United Way, your money is well spent — on people who need shelter, people who need food, people who need comfort and people who need caring. Consider first your needs, and then consider the needs of others.



United Way
OF GREATER TORONTO

OUR GOAL FOR GIVING



YOUR DONATION	YOUR FEDERAL AND PROVINCIAL TAX SAVING
\$50.00	\$12.92
\$100.00	\$25.84
\$250.00	\$64.60
\$500.00	\$174.80
\$1,000.00	\$395.20
\$2,000.00	\$836.00



RAFFLE DRAW!

All people who make a donation to the United Way this year will be automatically entered in the Raffle Draw scheduled to take place December 5 in the Koffler Student Centre between 5 and 7 pm.

PRIZES INCLUDE:

ANDRES WINES LTD. case of wine	DANIEL ET DANIEL CATERING medium size cake	PENGUIN BOOKS two hardcover books
ANWORLD TRAVEL INC. gift certificate	DELTA CHELSEA INN weekend for two	SHIATSU SCHOOL OF CANADA gift certificate
ART GALLERY OF ONTARIO complimentary passes	DR. CHEESE AND THE CAKE LADY chocolate cake	SUTTON PLACE HOTEL tea for four
CBS RECORDS tapes	DRUXY'S INC. gift certificates	THEATRE PASSE MURAILLE theatre tickets
CAMPUS TOWN sweatshirts, etc.	EUROPE-BOUND marci lipman sweat- shirt	2ND PRIZE TRAVEL CUTS two tickets to new york city
CANADIAN STAGE COMPANY two tickets - "breaking the code"	FACULTY CLUB U. OF T. lunch for two	1ST PRIZE TREASURE TOURS two tickets to florida
CHILDREN'S BOOK STORE assorted books	THE GUILD INN two nights accommodation	US AIR garment bag
WM. COLLINS & SONS CO. CANADA LTD. assorted books	HILLEBRAND ES- TATES WINERY LTD. wine	A YORKVILLE BOUTIQUE clothing



Variety of programs

Continued from Page S1

- **ADULT EDUCATION:** a 36-week secretarial training program offered to single mothers on government assistance; literacy training.
- **CHILDREN AND YOUTH:** music school and concerts, catering club (teaching pre-teens cooking and nutrition), summer day camps, after-school programs, Black Perspectives (a cultural arts program for black children).
- **SOCIAL SERVICES:** information, individual advocacy, legal clinic, referrals and income tax assistance.
- **SENIOR CITIZENS:** elder-abuse program, help with day-to-day chores, social events.

Dixon Hall does other things, tasks that are hard to categorize and describe in a grant application. Informal counselling sessions are continuously provided by the 87-member staff; people are treated with dignity, and they help to

maintain the clean place with its caring atmosphere.

The best way to understand what Dixon Hall does is probably by imagining what would happen if it was closed. "Nobody would live or die because of that," says Heyworth. "But many would not get what they have a right to. There would be more loneliness. Many seniors would not be able to stay in their homes without the help to do grocery shopping, banking, etc. Kids would have nowhere else to go where someone will listen to them. People would survive, but maybe they would not have the opportunities which we hope can change their lives."

When the depression of the 1930s made life difficult for people in the slums of Cabbagetown, Dixon Hall was there with food. Today the survival problem is more complex and soup no longer the greatest need. But Dixon Hall has adjusted and continues to help people create a better future for themselves.

Agency allocations are made after providing 9.3% of campaign proceeds for fundraising costs and 2.9% for program expenses. More than 200 volunteers regularly examine community needs, review agency funding requests, evaluate agency performance and need for United Way funds.

29.3% Services to Individuals and Families including major family counselling, day care, youth, criminal justice and ethnocultural organizations	13.6% The Canadian Red Cross Society
21.2% Community/Recreational/Neighbourhood Centres	9.0% Service to Elderly Persons
16.2% Health and Rehabilitation Services	5.7% Social Development/Information/Referral Services
	3.5% Crisis Services
	1.5% Labour Community Services

Good luck and thanks to our many volunteer canvassers and co-ordinators

Adriana Koufis
Alexis Kennedy
Andrea Sass-Kortsak
Angie Calabrese
Anita Chui
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and to Dr. George and Sheila Connell for hosting the United Way Volunteers' Reception.

e accessibility

class and strata, but obviously if your parents are professionals and all of their associates and friends are professionals, you have a sense that there really is a payoff to education.

"Kids from professional families find it difficult to tell their parents they don't want to go to university, whereas for the people from the construction trades, say, it may be a toss up. You may think it a great advantage to get into the union because your uncle is, and why should you bother with post-secondary education when you can earn just as much as he does?"

Tuition fees are only one of the costs of a university education, and a relatively small one. When foregone earnings are included, fees in 1988-89 accounted for only about 16.6 percent of the total cost to the individual in engineering, 15.6 percent to those in arts and science and 12.9 percent to those in law. When foregone earnings are excluded and only direct expenditures are counted, fees made up 22.1 percent of costs. Students spent almost three times as much on food and shelter: 60.2 percent.

"The single most important factor influencing students to go on to post-secondary education — apart from the non-economic influence of parents, family and friends — is the expected rate of return. Is it worth it? Will I get a better job and have a higher income? The investment motivation is much stronger than the consumption motivation or, to put it in non-economic terms, the desire for a good career, a better job and a higher income is more important than the satisfaction of learning. To say that is heresy in an academic institution, but that's the way it is."

Given the rising price of housing, food, books and transportation, increases in tuition would further increase the total cost of education. But Stager points out that as costs increase, so does the rate of return. Students who pay more for an education will earn more upon graduation.

Stager says the students' associations — the Canadian Federation of Students (CFS) and its Ontario counterpart (OFS) — are wrong to maintain that increases in tuition will decrease participation rates or inhibit attendance by those now under-represented in the system. "They ought to be dealing more with the student aid side of it. To keep fees down and let the government share rise is, I think, a waste of financial assistance, in that those funds ought to be directed to student aid for those who really need it." The cost to the government of not allowing fees to rise by \$100 a year, is about \$20 million. It makes more sense to let fees rise and spend some of the money saved on the 20 percent of the university population who need assistance.

"If CFS and OFS really are concerned with students then they ought to be addressing the problems that give rise to the highest costs. They should be attacking governments for not providing more student housing."

Autonomy

In Ontario in 1950, tuition fees contributed about 35 percent of operating revenue, excluding assisted research. By 1975, they accounted for only 15 percent, but by 1985 had edged up to about 20 percent. Today, Stager says, fees should cover anywhere from 20 to 40 percent of the universities' total instructional costs. "But I don't have a strong view on that because it backs away from the ideal world of the economist so much."

In that world, students would pay the full cost of their education, with subsidies and loans where needed, Stager says. But he recognizes that in the real world, radical change is unlikely. Still, some movement is possible. "At a minimum the government should allow the uni-

versities to set their own fees." By law, they already have that right, but in fact the government, through the funding formula, penalizes them if they raise fees more than a given amount. Since the introduction of the formula 20 years ago, tuition fees at "autonomous" institutions, have been set by the government.

If the universities were allowed to exercise their right to set fees, tuition would rise, but the increase would not be dramatic. "I don't expect there would be any rapid increase," Stager says. "The universities know they could get into a non-competitive situation, because while students do not respond to changes in price in general, they certainly would respond somewhat to price differentials for the same product. We will buy bread whether the price is a dollar or two dollars a loaf, but if there's a big price differential for different kinds of bread, then we take that into account."

Real freedom in setting fees would result in different prices for competing programs: where the demand for admission was greater, it would cost more to attend law school or a commerce program. Demand follows quality. "Consequently, you have very large queues to be admitted for what are perceived to be the higher quality programs. If you take six law schools in Ontario, there is a fairly widespread perception about which are the best, and you only have to look at the application-to-admission ratios to see what students regard as the better schools."

Better schools could charge more than others. "What we have now is the same fee for different quality," Stager says. "In that sense we're being unfair to students, charging them for something they don't get. Even if students were very responsive to price differentials, they at least wouldn't have to pay as much for a lesser-quality program, and maybe they'd be satisfied with lower quality. In Ontario, even the minimum isn't bad!"

In regaining the right to set their own fees, universities would be taking a risk: over time the government might reduce operating grants. But the alternative seems to be inadequate government grants and inadequate fees. On the other hand, by reasserting a degree of financial independence, the universities would loosen the bonds to the province and could then make the case for greater federal assistance. The provinces, ordinarily jealous of their constitutional prerogatives, might be more amenable to a national policy on post-secondary education if the universities were more self-sufficient.

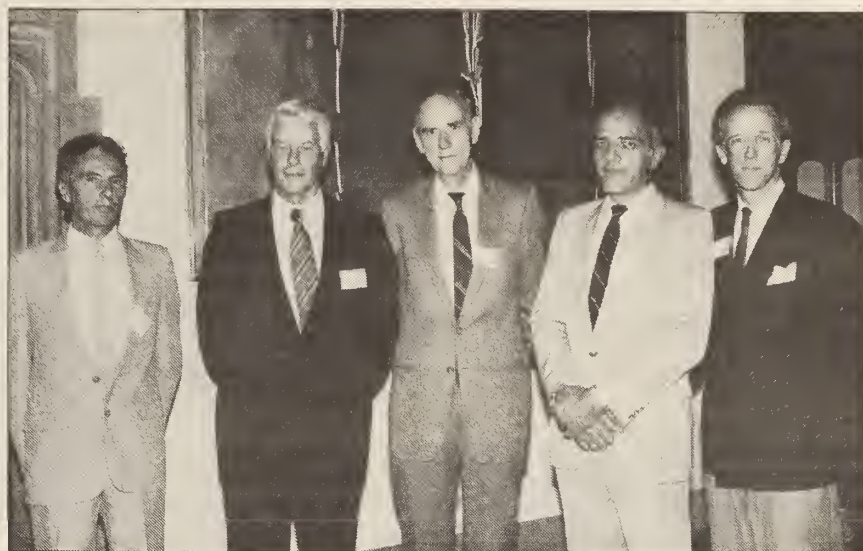
Discussion

On Oct. 6 the executive heads of Ontario universities will meet at COU and Stager's report is on the agenda. Recently, COU representatives met provincial officials to make them aware of *Focus on Fees*. Meanwhile, the Ontario Confederation of University Faculty Associations (OCUFA) has established a two-person task force to study the tuition fee issue. Professors Mary Alice Guttman of the Ontario Institute for Studies in Education and Saul Ross of the University of Ottawa will report to the OCUFA board in February.

Will changes take place or will the stalemate on tuition fees and financing continue? Stager is cautious. The Ontario Council on University Affairs (OCUA), a government advisory body, can make recommendations, but the government may decide not to listen. "If the political will isn't there, the government will retreat more and more into itself and make its own decisions. I'm not very optimistic — except about getting that one breakthrough. When the government recognizes that it's being rather a dog-in-the-manger in taking the fixed-fee position, it may allow universities to set their own fees."

Private Costs per Academic Year, for Selected University Programs, Ontario, 1988-89

Program	Tuition Fee	Books, Supplies, Other Expenses	Mean Foregone Earnings	Mean Annual Costs	Fee as per cent of Total
Arts and Science	1,411	1,130	6,500	9,041	15.6
Engineering	1,531	1,200	6,500	9,231	16.6
Architecture	1,531	1,400	7,300	10,231	15.0
Law	1,411	1,200	8,300	10,911	12.9
Medicine	1,794	1,600	8,400	11,794	15.2
Dentistry	1,794	2,800	8,400	12,994	13.8



Paper mates

Abitibi-Price Inc., the pulp and paper company, the Natural Sciences & Engineering Research Council (NSERC) and the University have announced the establishment of an industrial research chair in paper science at the Pulp & Paper Centre in the Department of Chemical Engineering & Applied Chemistry.

Abitibi-Price will contribute \$1 million to the chair, NSERC \$1.2 million. The University and other pulp and paper companies will contribute the rest. The project will cost about \$2.5 million over five years.

The formal announcement of the Abitibi-Price and NSERC grants was made Sept. 15 in the Debates Room at Hart House. Among those present were: Professor Christopher Dodson (left), the first chair holder; Bernd Koken, chair and chief executive of Abitibi-Price; President George Connell; Leo Derlax, NSERC's director general of targeted research; and Professor Douglas Reeve, director of the Pulp & Paper Centre.

The donation and grant will fund senior and junior chairs. Dodson, formerly head of the Faculty of Mathematics at the University of Lancaster in the United Kingdom, will occupy the former. A search is under way for a junior chair holder.

Abitibi-Price recently gave \$200,000 to the University for the Earth Sciences Centre's building fund. In the past 10 years, the company has given more than \$100,000 in grants to a variety of projects at U of T.

In 1948 Abitibi-Price made the first of many contributions to research at the University and between 1956 and 1965 funded a chair in forestry biology.

The Pulp & Paper Centre was established in 1987 to enhance research and teaching relevant to the pulp and paper industry.

Royal Canadian Institute

Free Sunday Lectures - 1989

3 p.m. - Medical Sciences Auditorium, University of Toronto

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|-------------|---|
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J. Kenneth Grace, University of Toronto |
| October 22 | The first moments of the universe
Hubert Reeves, University of Montreal |
| October 29 | Medical imaging: seeing what is going on inside you
Michael Joy, University of Toronto |
| November 5 | Boom or bust? Supernovae and the evolution of the universe
Marshall McCall, York University |
| November 12 | The changing environments of the Sahara
J.C. Ritchie, University of Toronto |
| November 19 | The role of mathematics in population ecology
Herbert Freedman, University of Alberta |
| November 26 | Behaviour, immunity and disease
Reginald Gorczynski, Toronto General Hospital |

For full program details, call 928-2096

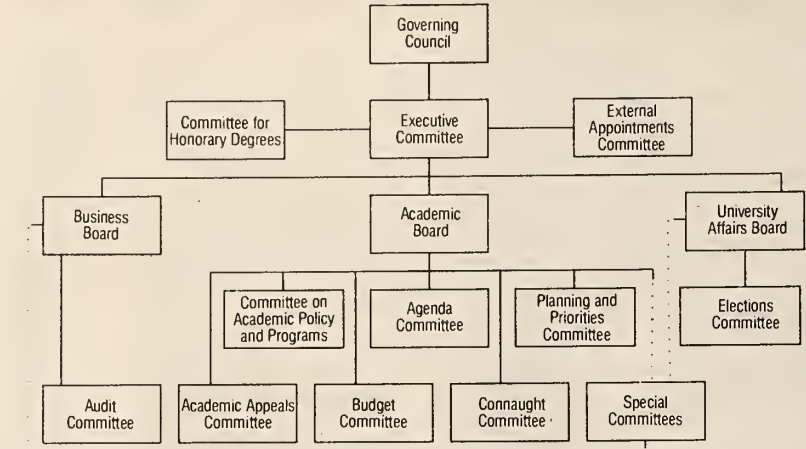
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The following are books by U of T staff. Where there is multiple authorship or editorship, U of T staff are indicated by an asterisk.

September

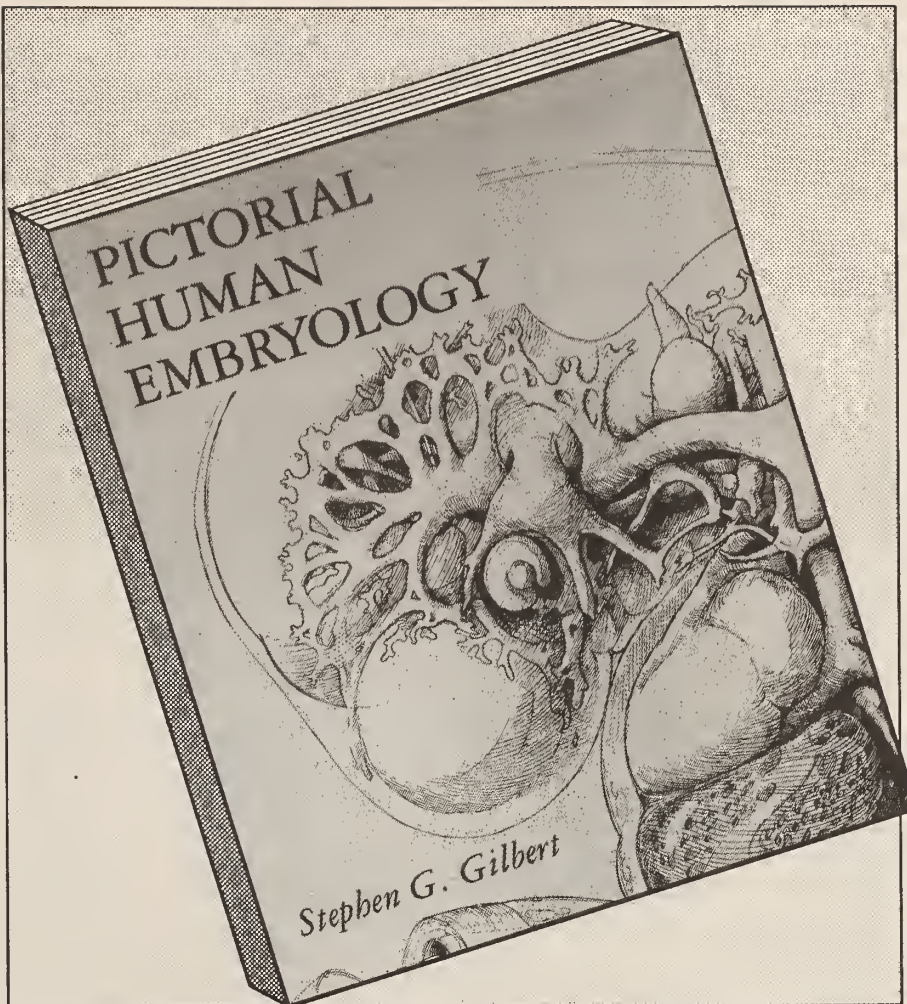
Athapaskan Linguistics: Current Perspectives on a Language Family, edited by Eung Do Cook and Keren Rice* (Mouton de Gruyter; 645 pages; approx. \$135). The introduction to this volume gives a general overview of areas that have been important in the field of Athapaskan studies for the past 25 years and provides the context in which the following contributions can be seen. The papers themselves deal with diachronic linguistics, phonology and morphology, syntax, discourse and ethnolinguistics.

August

The Ontario Legislature: A Political Analysis, by Graham White (University of Toronto Press; 305 pages; \$42.50 cloth, \$18.50 paper). Although this study deals with important developments through the 1970s, it concentrates on more recent history, including the time of the Liberal-NDP accord and the massive Liberal majority following the 1987 election.

Human Rights in Latin America and the Caribbean, edited by Peter Blanchard* and Peter Landstreet (Canadian Scholars' Press, Inc.; 431 pages; \$34.95). This volume presents the papers given at the 1984 conference of the Canadian Association for Latin American & Caribbean Studies held at St. Michael's College.

The Mind of Aristotle: A Study in Philosophical Growth, by John M. Rist (University of Toronto Press; 361 pages; \$60). This book represents an attempt to chart Aristotle's philosophi-



cal progress, using the techniques of both philology and philosophical analysis. The aim is to see where Aristotle came from philosophically and what impelled him to develop his ideas in particular directions.

Pictorial Human Embryology, by Stephen G. Gilbert (University of Toronto Press; 172 pages; \$35). The development of each system of the embryo — digestive, urogenital, respiratory, nervous and circulatory — are described in a brief text supplemented by diagrams. The text is followed by a series of large, realistic line drawings showing the development of the entire system, from its first appearance to the end of the embryonic period.

Catching up

Evolution of the Heart: A History of the University of Toronto Library up to 1981, by Robert H. Blackburn (University of Toronto Library; 375 pages; \$34.95). This book is the story of Canada's largest library, and the person-

alities and other forces that shaped it from its earliest beginnings.

Soviet Literature in the 1980s: Decade of Transition, by N.N. Shneidman (University of Toronto Press; 250 pages; \$40). *Glasnost* and *perestroika* have affected all aspects of Soviet life,

including artistic creation. This study reviews works officially published in the Soviet Union in this decade.

Canadian Families: A Resource Guide, by Benjamin Schlesinger* and Rachel Aber Schlesinger (OISE Press; 82 pages; \$14.95). This guide contains an annotated bibliography of 399 entries divided into 52 topics and categories ranging from abortion, poverty, one-parent families to singlehood, unemployment and family life. It lists 156 films on family life and includes the names of Canadian organizations which distribute resource materials.

A Better Barter: Credits and Debts in Canada, by D.V. Anderson (Lerna Press; 333 pages; \$30). This book offers a set of radically different methods for financing communal affairs in Canada and for choosing what they should be.

Northeast Asia: The Political Economy of a Postwar Regional System, by Mitchell Bernard (Joint Centre for Asia Pacific Studies; 55 pages; \$11.95). An evaluation of the organization of production in Northeast Asia, with emphasis on Japan.

Theodore Thomas: America's Conductor and Builder of Orchestras, 1835-1905, by Ezra Schabas (University of Illinois Press; 432 pages; \$24.95 US). Theodore Thomas is best remembered as the premier conductor of the Chicago Orchestra and the driving force behind the building of Chicago's Orchestra Hall in 1904. This book examines the successes (and disasters) in the life of a man who set programming and disciplinary standards of excellence for today's American orchestras.



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Symposium on the American Political Scene

with

Prof. Richard Rose
Director of the Centre for the Study of Public Policy
University of Strathclyde
Malim Harding Visiting Professor
Departments of Economics and Political Science

Prof. William Lasser
Department of Political Science
Clemson University

Dr. Abram N. Shulsky
National Strategy Information Center

October 10th, 1989 4 p.m.
Council Chamber, Alumni Hall
St. Michael's College

Erindale Campus

University of Toronto IN MISSISSAUGA

INTELLIGENCE

INDIVIDUAL AND GROUP DIFFERENCES

1989 Snider
Lecture

**Sandra
Scarr, Ph.D.**

Visiting Lecturer
Commonwealth
Professor of
Psychology
UNIVERSITY OF VIRGINIA

Monday
October 2nd
8:00 p.m.

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U OF T



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Location of Erindale

The Erindale Campus of the University of Toronto is located on Mississauga Road, just north of Dundas Street (Hwy. #5) in Mississauga, Ontario

The Campus is easily accessible via the Mississauga public transit system. U of T faculty, staff and students should consult the schedule for the intercampus bus service.



Events

Lectures

Topicality in Calvin's Sermons.

Monday, September 25
Prof. Francis M. Higman,
University of Geneva. 108
Emmanuel College. 4 p.m.
(Reformation & Renaissance
Studies)

Child Custody and the Antifeminist Backlash.

Monday, September 25
Susan Crean, journalist and
author; Popular Feminism
lecture and discussion series.
Boardroom, 12th floor,
Ontario Institute for Studies
in Education, 252 Bloor St. W.
8 p.m.
(Women's Studies in Educa-
tion, OISE)

The Future of the Future: Eschatology for Today and Tomorrow.

Tuesday, September 26

Questions of Scale.

Wednesday, September 27

Openness for the Sake of the Future.

Thursday, September 28
David Jenkins, bishop of
Durham, England; 1989
Larkin-Stuart lectures. George
Ignatieff Theatre, Devonshire
Place. 8 p.m.
(Trinity and St. Thomas'
Church)

Death in Early Modern England.

Tuesday, October 3
Prof. Keith Wrightson,
University of Cambridge.

2090 Sidney Smith Hall.
4 p.m.
(History)

Virgil's Underworld.

Tuesday, October 3
Prof. Antonie Wlosok,
University of Mainz. Com-
mon Room, Pontifical
Institute of Mediaeval Studies.
4.15 p.m.
(Classics)

The Real World of Technology.

Tuesdays and Thursdays,
October 3 to October 19
University Prof. Em. Ursula
Franklin, Department of
Metallurgy & Materials
Science; series of six 1989
Massey lectures. George
Ignatieff Theatre, Devonshire
Place. 8 p.m.
(Massey and CBC Radio)

You Don't Have to Know Too Much about Theatre to Make It Work.

Wednesday, October 4
Ed Mirvish, entrepreneur.
Meeting Place, Scarborough
College. 8 p.m.



Saint Anthony of Padua, one of the 15th century Italian woodcuts on display at the Thomas Fisher Rare Book Library, see Exhibitions.

Seminars

Modern Images of Jewish Sexuality: A Historical Inquiry.

Monday, September 25
Prof. David Biale, Graduate
Theological Union, Berkeley.
240 University College.
2 to 3:30 p.m.
(Jewish Studies and Joseph
and Gertie Schwartz Memo-
rial Lectures)

Designing Neural-Network Inference Processors.

Tuesday, September 26
Prof. Caro Lucas, Tehran
University; visiting Depart-
ment of Industrial Engineer-
ing. 208 Rosebrugh Building.
3 p.m.
(Industrial Engineering)

Computerized Plant Layout Improvement Heuristic.

Wednesday, September 27
Laura Logan, Department
of Industrial Engineering.
211 Rosebrugh Building.
3 p.m.
(Industrial Engineering)

Canadian Immigration Policy and the Ukrainians, 1891-1914.

Thursday, September 28
Jaroslav Petryshyn, Grande
Prairie Regional College.
Multicultural History Society
of Ontario, 43 Queen's Park
Cres. 4 to 6 p.m.
(Ukrainian Studies)

The Modern City is a State Institution.

Friday, September 29
Engin Isin, Department of
Geography; subterranean
series. 2125 Sidney Smith
Hall. 2 p.m.
(Geography)

One-Electron Effects in Very Strong Radiation Fields.

Tuesday, October 3
Prof. Joe H. Eberly, University
of Rochester. 134 McLennan
Physical Laboratories. 4 p.m.
(Ontario Laser & Lightwave
Research Centre)

Insulin Resistance in the Pathogenesis of Type II Diabetes Mellitus.

Tuesday, October 3
Dr. Clifton Bogardus,
National Institutes of Health,
Phoenix. Main lecture theatre,
Toronto General Hospital. 5
p.m.
(Banting & Best Diabetes
Centre)

High Resolution Coherent Raman Spectroscopy of H₂ Vibrational Transitions.

Tuesday, October 10
Larry Rahn, Sandia National
Laboratories, Livermore, CA.
134 McLennan Physical
Laboratories. 4 p.m.
(Ontario Laser & Lightwave
Research Centre)

Our Common Priority.

Tuesday, October 10
Colin Isaacs, Pollution Probe;
Toronto/2000 foresight
seminar. Boardroom, 12th
floor, Ontario Institute for
Studies in Education, 252
Bloor St. W. 7:15 to 9:30 p.m.
Single sessions as space
permits, \$5.
Information: 924-7954.
(OISE, World Future Society,
Toronto/2000 and World
Millennium Network)

Exhibitions

ROBARTS LIBRARY

Jain Temple Art of India
To September 29
A largely photographic show
of Jain temples with some folk
art. Main Display Area.
Hours: Monday to Friday,
8:30 a.m. to 12 midnight;
Saturday, 9 a.m. to 10 p.m.;
Sunday, 1 to 10 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

The Figures in the
Landscape: A Selection
of Works from the Hart
House Permanent
Collection.
To October 5
A presentation of works by
Canadian artists from the

Hart House permanent
collection. Both galleries.
Gallery hours: Monday and
Friday, 11 a.m. to 6 p.m.;
Tuesday to Thursday, 11 a.m.
to 8 p.m.; Saturday and
Sunday, 1 to 4 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

From Toronto 1989.
To October 12
Work of recent graduates in
architecture and landscape
architecture. The Galleries,
230 College St.
Gallery hours: Monday to
Friday, 9 a.m. to 5 p.m.

THOMAS FISHER RARE BOOK LIBRARY

15th-Century Italian
Woodcuts from the
Biblioteca Classense,
Ravenna.
To October 27
Co-sponsored by the Istituto
Italiano di Cultura, Toronto.

First and second floors.
Hours: Monday to Friday,
9 a.m. to 5 p.m.

VICTORIA COLLEGE

Manuscripts and Works
of Northrop Frye.
To November 6
Selected items from the
Northrop Frye Collection
including manuscripts,
printers' proofs, addresses,
articles, first editions and
translations. E.J. Pratt Library.
Hours: Monday to Thursday,
8:45 a.m. to 12 midnight;
Friday, 8:45 to 6 p.m.; from
Oct. 7: Saturday, 12 noon to
5 p.m.; Sunday, 1 to 10 p.m.

PH4 Photography.

September 25 to October 13
Black-and-white prints by a
Toronto-based group of
photographers. First floor,
Northrop Frye Hall.
Hours: Monday to Thursday,
9 a.m. to 9 p.m.; Friday, 9 a.m.
to 6 p.m.

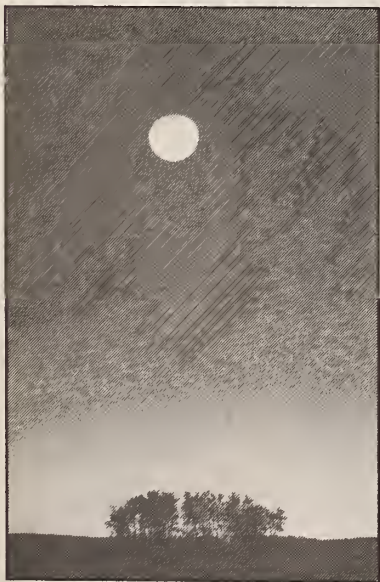
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SUNDAY
OCTOBER 1
1989



ACTIVITIES: Making cider (bring a container to take some home) • Log
sawing • Kite flying • Hiking in fall leaves • Sauna

MEALS: Lunch upon arrival • Dinner in late afternoon

TRANSPORTATION: Buses leave Hart House at 10:30 am sharp
Expected departure from the Farm at 7 pm

COST (per person): \$15.00 with bus; \$12.00 without

TICKETS AVAILABLE IN THE PROGRAMME OFFICE
PLEASE APPLY EARLY!!



Events

Meetings and Conferences

Pay Equity and Employment Equity — What Are They? How Do They Differ? What Do They Mean for the University?

Tuesday, September 26
Moderator: Alec Pathy, vice-president (human resources).
Speakers: Mary Ann Ross, Pay Equity Project, and Mary Lynne McIntosh, employment equity coordinator.
South Dining Room, Hart House. 7:30 a.m.
(Women's Network)

Winning the Odds against Risk-Taking Behaviour in Youth: Prevention Strategies for Emergency Departments and Trauma Units.

Wednesday, September 27 and Thursday, September 28
Two-day national symposium includes discussion of the types of risk-taking behaviours, the purpose and function of such behaviour, an analysis of a normal high school population, ethical issues, the role of parents, the role of the media, emergency data and the emergency-department approach to drug/alcohol use and dependency. Prince Hotel.
Information: Judith Radford, 480-5912.
(Sunnybrook Medical Centre and The National Drug Strategy)

Academic Board.

Thursday, September 28
Council Chamber, Simcoe Hall. 4:15 p.m.

Social Work and the Elderly: Recent Developments and Future Challenges.

Wednesday, October 4
A symposium. Speaker: Prof. Rosalie Kane, University of Minnesota.
Respondents: Prof. Lilian M. Wells, Faculty of Social Work and Ivy Lister Hill, Riverdale Hospital. North auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 2 to 5 p.m.
(Social Work and Social Work Alumni Association)

Committee on Academic Policy & Programs.

Tuesday, October 10
Council Chamber, Simcoe Hall. 4 p.m.

Plays and Readings

An Evening with Margaret Drabble.

Wednesday, September 27
Author reads from her new novel, *A Natural Curiosity*.
Walter Hall, Edward Johnson Building. 8 p.m.
(Bookstore)

Colloquia

What is the Soul?

Thursday, September 28
Prof. Elizabeth Anscombe, University of Cambridge.
179 University College.
4 p.m.
(Philosophy)

Investigation of Femtosecond Coherent Processes in Semiconductors.

Thursday, September 28
Charles Shank, Lawrence Berkeley Laboratories.
102 McLennan Physical Laboratories. 4:10 p.m.
(Physics)

Feminist Research in the Academy: Making it Possible.

Monday, October 2
Prof. Margrit Eichler, OISE.
3037 Sidney Smith Hall.
7 to 9 p.m.
(U of T Feminist Research Forum)

Quantum Spin Chains and the Haldane Gap.

Thursday, October 5
Prof. Ian Affleck, University of British Columbia.
102 McLennan Physical Laboratories. 4:10 p.m.
(Physics)

Miscellany

Red Cross Blood Donor Clinic.

Wednesday, September 27
Second floor lounge, Ontario Institute for Studies in Education, 252 Bloor St. W.
10 a.m. to 4 p.m.
(OISE)

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Issue of October 10, for events taking place Oct. 10 to 30:
Monday, September 25

Issue of October 30, for events taking place Oct. 30 to Nov. 13:
Monday, October 16

Music

ROYAL CONSERVATORY OF MUSIC

Toronto Arts Week Chopin Series.

Tuesday, September 26
Marek Jablonski, piano.
Concert Hall. 8 p.m.

Friday, September 29
Marek Jablonski, piano.
Concert Hall. 8 p.m.

Information on all Conservatory concerts available from the publicity office, 978-3771.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

Thursday, September 28
Music, Symbolism and Misinformation in a 15th-Century Painting; lecture by Bonnie Bennett, University of Rochester and Timothy McGee, Faculty of Music.

Thursday, October 5
Recital by Trio Vivace: Catherine Wilson, piano; Marie B. Smith, violin; and Cora Kuylenstierna, cello.
12:15 p.m. Walter Hall.

Faculty Artists Series.

Saturday, September 30
Orford String Quartet; Steven Dann, viola; David Hetherington, cello; Nora Shulman, flute; Joaquin Valdepeñas, clarinet; Judy Loman, harp; and Patricia Parr, piano.
Walter Hall. 8 p.m.
Subscription series \$36, students and seniors, \$20. Single tickets \$12, students and seniors \$7.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

Films

Innis Fall Film Program.

Thursday, September 28
Mouchette and Une Femme Douce; Bresson double bill.

Thursday, October 5
Recent Canadian avant-garde films. Tickets \$3.

Friday, October 6
The Sight Gag in Chaplin and Keaton. Lecture by Prof. Noel Carroll, Cornell University; co-sponsored by Cinema Studies Programme. Innis College Town Hall. 7 p.m.
Information: 978-7790.

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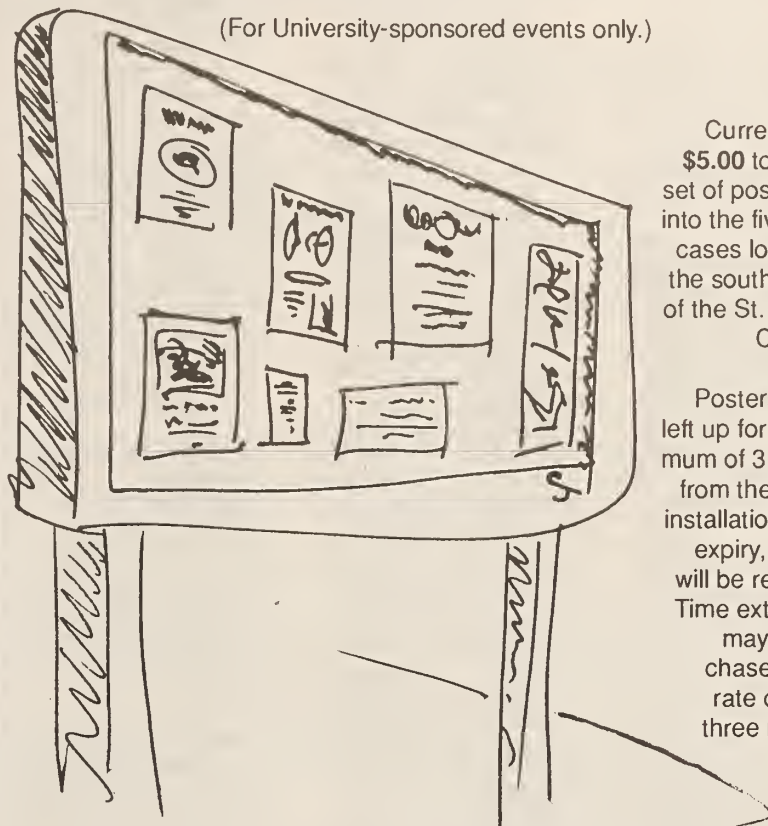
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NOTICE

Glass Cases

(For University-sponsored events only.)



Current fee is \$5.00 to have a set of posters put into the five glass cases located in the southern half of the St. George Campus.

Posters will be left up for a maximum of 3 months from the date of installation. Upon expiry, posters will be removed. Time extensions may be purchased at the rate of \$5 for three months.

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for further information

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Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

Alzheimer Society of Canada

The society encourages applications for research in all aspects of Alzheimer's disease and for 1989-90 offers a new program with emphasis on biomedical and caregiving research.

With these two programs, three categories of award are available: training awards — for health and non-health professionals to undertake a doctoral degree program, and for candidates who have completed all formal research and clinical training and now seek supervised research experience; career support — to carry out independent research; research grants — for biomedical research into the cause and cure of Alzheimer's disease and in non-biomedical areas focusing on the caregiving aspects, family support and long-term care of patients.

Deadline is November 15.

Health & Welfare Canada

The seniors independence research program (community researchers) offers support for personnel to conduct research on community-based health issues

related to the independence of seniors. Applicants must be Canadian citizens or landed immigrants and have post-graduate research training and/or significant experience in dealing with issues related to the program's objective.

Funding will be in the form of a stipend with a research and travel allowance for a maximum of three years.

Application form NHRDP-CHR is available from ORA. Deadline is November 15.

Health & Welfare Canada

The special competition, strengthening community health services, invites proposals for critical review papers on delivery of community health services (primary care, disease prevention and health promotion programs). Papers should appraise the published and unpublished findings on the following topics: preventive strategies in community health services; organizational models for community-based services; models and strategies of delivering community health services; documentation and evaluation of participatory models in the planning and evaluation of community health services.

The project should be a maximum six months with a maximum budget of \$20,000 and be submitted on form

NHRDP-1. Deadline is November 21.

National Cancer Institute of Canada

Eligible applicants for the Terry Fox equipment for new investigators program must be new investigators who became grantees of NCIC at the most recent competition or who are simultaneously submitting an initial application for a research grant. Awards are only made to applicants who are offered and accept research support from NCIC. Maximum support available is \$75,000. New investigators are reminded that if the full amount is not awarded in the first grant, the balance may be applied for in the second year.

Deadline is November 15.

PMAC Health Research Foundation

One PMAC Health Research Foundation pharmacy graduate scholarship is tenable each year in a Canadian school of pharmacy. Details are available from ORA and the Faculty of Pharmacy. Deadline is November 1.

Upcoming Deadline Dates

Alzheimer Society of Canada — training awards, career support and research grants: November 15.

Arthritis Society — research grants, rheumatic

disease unit grants: October 1; multi-centre, group facilitation and group development (full applications): October 15.

Canadian Cystic Fibrosis Foundation — fellowships, studentships, research grants, scholarships: October 1.

Canadian Foundation for Ileitis & Colitis — clinical research fellowships: October 31 (please note **change**).

Canadian Geriatrics Research Society — research grants: **cancelled**.

Canadian Liver Foundation — research grants: November 1.

Canadian Lung Association/Canadian Nurses' Respiratory Society/Canadian Physiotherapy Cardio-Respiratory Society — research grants and fellowships: November 1.

Cancer Research Institute (US) — fellowships: October 1.

Easter Seal Research Institute — fellowships, project grants, research training grants: October 15.

Hannah Institute for History of Medicine — fellowships, scholarships, research grants: November 1.

Health Innovation Fund/Premier's Council — research grants: October 1.

Health & Welfare Canada, National Welfare Division — research projects; senior welfare research fellowships, research group development: October 15.

NHRDP/NWG — special competitions — community health, health care and social service aspects of Alzheimer's disease and other dementias (second): October 16; community health, health care and social service aspects of osteoporosis: October 30; seniors independence program research training: November 15; strengthening community health services critical review: November 21.

Hospital for Sick Children Foundation — research grants, fellowships: October 1.

International Union against Cancer — E. Roosevelt international cancer fellowship; international fellowships: October 1.

Institute for Prevention of Child Abuse — research grants: October 31.

Juvenile Diabetes Foundation (US) — career development awards; fellowships: October 1.

Kidney Foundation of Canada — fellowships (renewals): October 1; research grants: October 15.

Leukemia Society of America — short-term scientific awards: October 1.

Malignant Hyperthermia Foundation — research grants: October 15.

March of Dimes (US) — basic research grants: October 1.

Ministry of Colleges & Universities — URIF: for ministry deadline Oct. 16, internal deadline at ORA, October 10.

MRC — visiting scientists; international exchanges; medical education; history of health sciences; MRC groups (new and renewal full applications): October 1; university/industry collaborative research; research associates; visiting program; workshops: October 1; NHRDP/MRC joint development program in nursing (letters of intent): October 31.

Multiple Sclerosis Society of Canada — career development; post-doctoral fellowships; research grants; studentships: October 1.

National Cancer Institute of Canada — Terry Fox equipment for new investigators; research grants: November 15.

National Institutes of Health (US) — research grants (new): October 1.

NSERC — major installation, major equipment; concurrent infrastructure grants (in excess of \$150,000 per year): October 1; Steacie prize nominations:

October 2; research grants (new applicants); international program; forestry post-doctoral assistantships: October 15; JSPS post-doctoral fellowships for foreign researchers: October 31; fellowships for research in Japan (science and technology): any time.

Ontario Mental Health Foundation — OMHF/MCSS research grants: October 6.

Osteoporosis Society of Canada — new research grants: November 1.

PMAC Health Research Foundation — pharmacy graduate scholarship: November 1.

SSHRC — Canada research fellowships: agency deadline, October 1; Fellowships Division — post-doctoral fellowships; Leger fellowship; Bora Laskin fellowship: October 1; Research Grants Division — major research grants; standard research grants: October 15.

U of T, Connaught Committee — special research program grants; phase II new staff grants; l'Anson professorships: **cancelled**; Humanities & Social Sciences Committee of the Research Board — general research grants: October 15; short course on animal care: October 15.

World Wildlife Fund — endangered species: October 1.

Positions Elsewhere

Notice of the following vacancies outside the University has been received by the Office of the President.

McGill University Vice-Principal (Research) and Dean, Faculty of Graduate Studies

Applications should be sent by September 30 to: David L. Johnston, Principal, McGill University, James Administration Building, 845 Sherbrooke St. W., Montreal, Que. H3A 2T5

University of Calgary Dean, Faculty of Engineering and Dean, Faculty of Environmental Design

Applications for both positions should be sent to: Dr. J.D. Calkin, Associate Vice-President (Academic), University of Calgary, 2500 University Drive N.W., Calgary Alta. T2N 1N4

Dean, Faculty of Nursing Applications should be sent to: Dr. P.J. Krueger, Vice-President (Academic) and Provost, at the address above.

St. Thomas University President

Applications should be sent before November 1 to: Franklin O. Leger, Q.C., Secretary, Presidential Search Committee, St. Thomas University, P.O. Box 1324, Saint John, NB E2L 4H8

California Polytechnic State University Dean, School of Liberal Arts

Applications should be sent to: Dr. Malcolm W. Wilson, Vice-President for Academic Affairs and Senior Vice-President, California Polytechnic State University, San Luis Obispo, CA 93407

THE 1989 MALIM HARDING VISITORSHIP LECTURE

Europe, Japan & North America:

Alternatives for Political Economy in the 1990s

Prof. Richard Rose

Director
The Centre for the Study of Public Policy
University of Strathclyde
Glasgow, Scotland

Wednesday, October 11, 1989. 8 p.m.

George Ignatieff Theatre
Trinity College
6 Hoskins Avenue, Toronto

Department of Political Science
Department of Economics
University of Toronto



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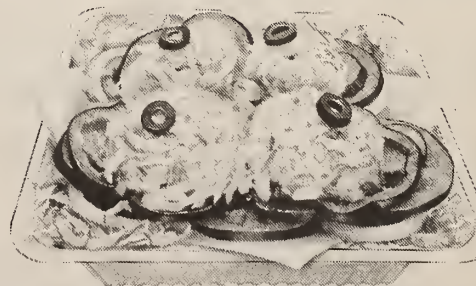


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PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Friday, September 29

Marta (M.) Maria Bruchkowsky, Department of Education, "Affect and Cognition in the Development of Empathy in Middle Childhood." Prof. R. Case.

Heather Gail Ferguson, Department of Statistics, "Asymptotic Properties of a Conditional Maximum Likelihood Estimator." Prof. N. Reid.

Dale Andrew Frail, Department of Astronomy, "A Study of the Diffuse Interstellar Medium through Neutral Hydrogen Absorption Observations towards Pulsars." Prof. E.R. Seaquist.

Martin Kanyuka, Department of Education, "Moral Regulation of Young Offenders in Malawi: A Study of the Chilwa Approved School." Prof. G. West.

Aviad Moshe Kleinberg, Centre for Medieval Studies, "Prophets in Their Own Country: The Acquisition of a Sainly Reputation in the Later Middle Ages." Prof. B.C. Stock.

Pearl Wendy Levey, Department of Education, "Intellectual, Neuropsychological and Achievement Outcomes in Early Treated Phenyleketonuric Children." Prof. L. Siegel.

Derek Keith Lobb, Department of Physiology, "The Local Production of Growth Factors in the Ovary." Prof. J. Dorrington.

Jo Ann Spiewak Rinaudo, Department of Pathology, "Intracellular Growth Factors during Hepatocellular Carcinogenesis." Prof. E. Farber.

John Burton Roney, Centre for Religious Studies, "Jean Henri Merle D'Aubigne: Historian of Christianity in an Age of Revolution." Prof. C.T. McIntire.

David Stephen Salopek, Department of Physics, "Fluctuations for Galaxy Formation from inflation Models." Prof. J.R. Bond.

Zofia Shahrodi, Department of History, "From Sojourners to Settlers: The Formation of Polonia in Toronto and Hamilton, 1896-1929." Prof. R.F. Harney.

Janice Carole Simpson, Department of English, "George Eliot and the Epic Tradition." Prof. F.T. Flahiff.

Monday, October 2

Francis Ahia, Department of Mathematics & Applied Mathematics, "Singular Perturbation Theory for Schrodinger Eigenvalue Problem: Interaction between Discrete and Continuous Spectra." Prof. I.M. Sigal.

Frank Fueten, Department of Geology, "Deformation of Quartz-Feldspathic Gneisses in the Thompson Belt, Manitoba." Prof. P.-Y.F. Robin.

Leslie Rosalind Hall, Faculty of Music, "The Turkish Fasil." Prof. T. Rice.

Mary Lou Nishio, Department of Physiology, "Investigation of Fibre Atrophy, Substrate Availability, and Anaerobic Capacity in Fast and Slow Twitch Muscles from Malnourished Rats." Prof. K.N. Jeejeebhoy.

Asha Pawagi, Department of Biochemistry, "Conformational Study of Human Erythrocyte D-Glucose Transport Protein." Prof. C.M. Deber.

Marie Vautier, Department of Comparative Literature, "'New World Myth' in Selected Historiographic Fictions from English Canada and Quebec: 1975-1985." Prof. L. Hutcheon.

Tuesday, October 3

Rosemary Eleanor Anne Craig, Department of Nutritional Sciences, "Dopamine Metabolism in Pregnancy: Impact of Amino Acid Supplementation on Reginal Dopaminergic Neurons in Dams and Fetuses." Prof. C. Greenwood.

Donald Frederick Hawken, Department of Aerospace Science & Engineering, "Adaptive Node Movement in Finite-Element and Finite-Difference Solutions of Partial Differential Equations with Application to Gasdynamics."

Prof. J.J. Gottlieb and J.S. Hansen.

Wednesday, October 4

Susan Margaret Drake, Department of Education, "An Exploration of Teachers' Experience with Visualization in Their Lives and in Their Classrooms." Prof. J.C. Weiser.

Nadine Anne Seniuk, Department of Physiology, "Neuronal Destruction by MPTP: Neurochemical and Behavioural Compensation by Surviving Neurons." Prof. J.K.M. Stevens.

Thursday, October 5

Alan Hall, Department of Sociology, "Production Politics and the Construction of Consent: A Case Study of Health and Safety in Mining." Prof. J. Wayne.

Friday, October 6

Sandra Joan Peart, Department of Economics, "The Applied Economics of William Stanley Jevons including Some Comparisons with John Stuart Mill." Prof. S. Hollander.

Mark McLeod Sutherland, Department of Physics, "QCD Corrections to Inclusive $b \rightarrow s$ Processes in the Standard Model." Prof. P.J. O'Donnell.

Joseph S. Tauskela, Department of Chemistry, " ^{31}P Spin-Lattice Relaxation NMR Spectroscopic Studies of Phosphatidylcholine Vesicular Bilayers and Their Interaction with Concanavalin A." Prof. M. Thompson.

John Valk, Centre for Religious Studies, "Religion and the Schools: The Struggle for Protestant Christian Education in Utrecht in the Nineteenth Century." Prof. C.T. McIntire.

Tuesday, October 10

Jacob Allen Vander Muelen, Department of History, "The Aircraft Industry to 1936: A Political History of a Military Industry." Profs. W.C. Berman and J. Ingham.

Thursday, October 12

Catherine Lesley Biggs, Department of Community Health, "The Professionalization of Chiropractic." Prof. D. Coburn.

Provostial review committees

Commerce at Scarborough

THE OFFICE of the Provost will conduct a review of the commerce programs in the Division of Social Sciences at Scarborough College.

Terms of Reference

The review committee will assess the development and the current condition of commerce at Scarborough College and advise on: (a) the future size and range of programming; (b) the relationship of the Scarborough programs to those on other campuses; (c) the appropriate administrative arrangements for the programs.

Membership

Professor A.H. Melcher, vice-provost (*chair*); Professors L.J. Brooks, Division of Social Sciences, Erindale College; D.N. Dewees, associate dean, Division II, School of Graduate Studies; J.S. Halperin, Division of Physical Sciences, Scarborough College; Michael Krashinsky and Ronald Manzer, Division of Social Sciences, Scarborough College; J.R. Warden, Division of Humanities, Scarborough College; and R.N. Wolff, dean, Faculty of Management; and M.D. Johnson, assistant vice-provost (professional faculties) (*secretary*).

Submissions

The committee invites written submissions from the University community and other interested parties. These should be sent to Vice-Provost A.H. Melcher, room 225, Simcoe Hall, no later than September 30.

Faculty of Law

THE OFFICE of the Provost will conduct a review of the Faculty of Law during this final year in the current term of the incumbent dean, Professor J.R.S. Prichard.

The purpose of the review is to provide a report that will be of assistance to a decanal search committee, and which will inform the provost's office and the Faculty of Law concerning the faculty's achievements, problems and opportunities.

Terms of reference

The review committee will assess the full range of programs, services and activities for which the Faculty of Law is responsible. The committee will comment on matters such as: (a) the quality and relevance of the faculty's academic programs and the scholarly achievements of its academic staff; (b) the range of the faculty's operations and the size of its complement in relation to the physical and financial resources available; (c) the faculty's relations with the profession, alumni and other divisions of the University; and (d) special challenges facing the faculty during the course of the 1990s and beyond.

Membership

Professor A.H. Melcher, vice-provost (*chair*); The Honourable Mr. Justice John Morden, Ontario Court of Appeal; Professors D.N. Dewees, associate dean, Division II, School of Graduate Studies; Rosemary Gartner, Kathy Swinton, M.J. Trebilcock and E.J. Weinrib, Faculty of Law; Heather Munroe-Blum, dean, Faculty of Social Work; and S.M. Van Kirk, Department of History; and Allen Rock, chair, Legal Education Committee, Law Society of Upper Canada; Gillian Lester, Julia McNally and Peter Strahlendorf, students, Faculty of Law; and M.D. Johnson, assistant vice-provost (professional faculties) (*secretary*).

Submissions

The committee invites comments from members of the Faculty of Law and the University community as well as from interested parties external to the University. Submissions should be sent to Vice-Provost A.H. Melcher, room 225, Simcoe Hall, before October 13.



A consultant has been retained to assess the relationships with academic and administrative departments for two divisions within Physical Plant — Building Fabric and Grounds and Utilities and Equipment.

Issues to be examined include:

- Department's required levels of service
- Operations and service delivery
- Inter-departmental communication
- Management practices and systems

We would like to invite any persons who have information, ideas or opinions on any aspect of the consultant's terms of reference to communicate them by October 6, 1989 in writing to:

Janice Oliver
Assistant Vice-President
Facilities & Administrative Systems
Room 216
Simcoe Hall
University of Toronto

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'A cruel and barbaric practice in the name of science'

THE Faculty of Dentistry has distinguished itself by making the Toronto Humane Society's magazine *Society News*, with a picture of a terrified cat with its mouth forced open by a vise-like instrument to enable researchers to inflict pain on it and record its reactions: a cruel and barbaric practice in the name of science. It isn't necessary to inflict deliberate pain on an innocent, defenceless animal to prove that a visit to the dentist is painful, uncomfortable and expensive. I would ask every decent person who has any regard for the rights of animals to write to the president of the University and to the Faculty of Dentistry with their objections. I also suggest that dentistry look for human volunteers. I did my bit by going to dentistry a few years back and allowing students to practise on me. I even allowed a student to operate on my gums, which he did quite successfully.

A good place to start would be the prisons. Who better to practise painful research on than a person who is in prison for physically harming innocent children, women or animals. Certainly a more fitting sentence than the ones that are handed out right now. The image of that cat is etched on my mind and the feeling of anger it creates in me breeds thoughts I wouldn't like to share. Cruelty to animals is on the increase. Some stories I read and hear bring tears to my eyes and make sleep impossible. Of all the countries in this world, Canada has one of the worst records of cruelty to animals. Whether the abuse is to wildlife, research animals or to the environment, we should be ashamed. So let's make an effort to do something about it. Finally, a quote from Romans: "For we know that even the things of nature, like animals and plants, suffer in sick-

ness and death as they await this great event — resurrection." In other words, any decent God-loving person knows that God is as aware of the pain and death of a tiny sparrow as he is of the pain and death of a human being. We are no more special or precious in his eyes.

Sylvia May
 University of Toronto Computing Services

Continnence, not condoms

WHEN you tell people to wear condoms you are saying, "Go ahead, be promiscuous, no problem." This is about as helpful as telling a drug addict, "Go ahead, be a drug addict, but use these 'safe' syringes." Not very helpful, is it? When you tell people to wear condoms, you are not attacking the problem of venereal disease at its very root. Sexual promiscuity is the root of venereal disease. I suggest the members of the University's recently established "condom committee" (*Bulletin*, Aug. 21) attempt to solve the problem of venereal disease at U of T by encouraging continence and fidelity. Such an effort will be far more effective than the present condom distribution programs. Oh, and by the way, who is paying for these condoms?

Louis Murillo
 Trinity IV
 Academic Board

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

PLEASE NOTE: Equipment moved from research to administration or sold outside the University is subject to tax and duty. Contact Customs, commodity taxation section if unsure.

Description	Qty	Model	Age	Mkt Value	Contact	Description	Qty	Model	Age	Mkt Value	Contact
Oscilloscope	1	Phillips PM-3230	1968	\$60	Mr. Nada 978-3044	Colour Workstation	1	Sun 110/C		\$22,000	A. Heron 978-6323
Oscilloscope	1	Gould OS-4000	1977	\$75	" "	Disk	5	DEC 70 Mb.	1987	\$600/ea	" "
Signal Generator	1	Interst.Elec. F-34		\$50	" "	Disk	2	DEC 456 Mb.	1987	\$3,500/ea	" "
Signal Conditioner	1	Disa D26		\$50	" "	Disk	2	DEC 622 Mb.	1988	\$15,000/ea	" "
Aeromag Plug-in Inst. Card Cage	1	Willer Engr.	1982	\$70	" "	Cabinet	1	DEC	1987	\$1,200	" "
Temperature Controller	1	Cdn.Lab. CP-12915	1976	\$45	" "	Computer w/printer	1	DEC POP-11/73 NEC Spinwriter 7710	1982	\$1,000	R. Westerby 978-3893
Printer	1	Tex.Instr. PC100A	1977	\$10	" "	Terminal	1	Lanpar XT-100 Plus	1984	\$250	S. Levitt 585-4504
Mini Computer System	1	DEC 11/730	1983	Best Offer	T. Ariga 978-8883	Terminal	1	Lear Siegler ADM5	1983	\$200	" "
Console for VAX	1	DEC LA 120	1983	"	" "	Photographic Equip./App.	Var.	Various		Various	S. Epstein 978-8984
Disc Packs	1	DEC RL02	1983	"	" "	Printer w/9 daisywheels & 30 ribbons	1	Xerox Diablo 1750		Best Offer	C. Goldman 978-2084
Servo Controller	1	MTS 406.11	1983	\$600	Mr. Nada 978-3044	Display Controller	3	IBM 3258	1987	Best Offers	Mr. Nada 978-3044
Gas Stove	1	Enterprise GCC2833	1977	Best Offer	G. Mitchell 978-3214	Display Controller	1	IBM 3255-2	1987	Best Offer	" "
Electric Stove	1	Westinghouse LR1512		"	" "	Display Controller	1	IBM 3255	1987	"	" "
Minor Kitchen Equip./Supplies	Var.	Various		Best Offers	" "	Display Stations	8	IBM 3251	1987	Best Offers	" "
Sundry Tech. Equip.	Var.	Various		"	" "	Hard Drive, external, 80 Mb.	1	Tallgrass	1987	\$3,500	Y. MacNeil 978-8004
Printer - Parallel Daisy Wheel (w/accessories)	1	Brother HR15	1985	\$400	M. Abouhaidar 978-3315	Computer Display Terminal	19	Various		Best Offers	R. Vander Kraats 978-4428
Computer (w/monitor, duodisc drive, keyboard, etc.)	1	Apple IIe	1984	\$650	" "	Hard Copy Terminal	20	DEC & Diablo		\$75/ea	" "
Software Packages	Var.	Various		\$300	" "	Graphics Terminal	2	HP 2641 & 2648		Best Offers	" "
VAX Station II GPX	1	SVLV59B-EK		\$15-20,000	M. Dow 828-5221	Printer	3	Centronics/Teletype		"	" "
Word Processing Work Station	2	Micom 3004-128K	1983	Best Offers	L. Danesi 978-6496	Terminal Servers	10	Interlan Ethernet		"	" "
Laser Printer	1	Phillips	1987	Best Offer	" "	Metal Cabinet, 7' x 3' w/shelves	1			Best Offer	" "
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UNIVERSITY OF TORONTO **Bulletin**, Monday, September 25, 1989

Classified

A classified ad costs \$10 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Nancy Bush, Department of Communications, 45 Willcocks St., Toronto, Ontario M5S 1C7. Ads will not be accepted over the phone.

Accommodation Rentals Available — Metro & Area

Furnished 3-bedroom home in Don Mills: large yard; walking distance to shopping, schools; convenient to downtown. Available January 1 — June 15, 1990. Rent: \$1,250 per month plus utilities. Call 391-1414.

Sabbatical house for rent. 4 bedrooms, furnished, appliances, fenced yard, garage. Close to subway, shopping, schools & park. Available January — August 1990. In Riverdale. \$1,750/month + utilities. Call Lidia 369-5086 (days), 469-1467 (evenings).

High Park — Stylish new 4-bedroom apartment. Parking. Near TTC. Garden. Close to shopping. Children welcome. \$1,550 per month even includes cable. 538-1380.

Yonge/Summerhill, Ottawa St., fully furnished, restored Victorian three-storey house, 3 bedrooms, 3 floors, 2 decks, 2 bathrooms, modern kitchen and all appliances, patio garden, air-conditioned, 6- to 12-month lease starting November 1, 1989; \$2,500 per month; call 924-4404 (evenings) or 922-1122 (days — J. Baker).

5-bedroom furnished house near High Park and TTC, available for 6 or 7 months from January 1, \$1,500/month including heat. Phone 537-4772 or 978-4106.

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Bloor/U of T. Luxury studio apartments in renovated Victorian house. Laundry facilities, parking. Could be totally equipped including microwave, china, dishes, linens, TV, etc. From October 15. Call 971-6094 or leave message.

Cabbagetown Victorian town house. Parliament & Wellesley. Immediate access to transport. 3 bedrooms, garden, central air + parking for 2 vehicles. Available Nov. 1. \$2,100/month + utilities. 960-3716 or 978-5167. (Prof. Richard)

Pleasant old 1-bedroom house with study and garden, fully furnished. Queen West/Niagara, ½-hour walk to university. Available late December through mid-April. \$1,100 inclusive. Alex Wilson or Stephen Andrews, 867-1326.

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Tinkering won't bring pay equity

by David Askew, Judith Eichmanis and David Rayside

"PAY EQUITY" is upon us. Plans have been developed and questionnaires sent out. The Human Resources Department and the president of the University have implied that with the job evaluation scheme developed over the past months, pay equity between women and men will be achieved.

It won't! It won't do much for the administrative staff and, in particular, for those in clerical positions.

One reason is that the provincial legislation itself is inadequate to the task. Because women usually work in jobs that are quite different from the jobs that most men are in, pay equity requires that we radically rethink the emphasis we put on "responsibility" in valuing different kinds of work, and it requires that we alter the way we think about "skill" and "working conditions." The legislation claims to acknowledge that, but there is nothing in it which requires anything beyond relatively minor tinkering with traditional job classification schemes.

The emphasis on job evaluation systems inevitably means that pay equity schemes at particular institutions are highly complex. This complexity gives enormous leverage to personnel departments and to the consultants hired to develop evaluation schemes. In the end, the process all too easily becomes a debate among experts, most of them having little day-to-day experience with the kinds of clerical work many women are engaged in. And when an institution such as the University hires consultants to play the role of expert, it is the administration that pays the bill, and it is ultimately to administrative heads that consultants defer, whatever formal advisory systems are put in place.

For all its weaknesses, however, the Ontario legislation is a step forward. It defines inequality as systemic and it forces employers to formulate at least some plans to remedy it. In so doing, it gives employed women grounds for opening up large questions about the way they are paid.

Those of us who work in academic institutions often think that universities can be in the forefront of social change. They have enormous intellectual resources and concerns about inequality have often found their first expression on college campuses. We have reason to expect academic institutions to address these questions in their own backyards before being forced to do so by legislation. At the very least, we have a right to anticipate that they will stretch the boundaries of legislation to make for a better work environment.

The University of Toronto has failed us before, and in the realm of pay equity it seems destined to fail us again. It is becoming apparent that what we are going to get is not pay equity at all. What we will get is the minimum required by law, and no more.

In satisfying the requirements of the pay equity legislation, Simcoe Hall and human resources have focused all of their energies on a job evaluation system. (They have wanted to implement a new system for years and the legislation has provided them with a useful vehicle.) Administrative staff will have the most

contact with the job analysis questionnaire. It is supposed to probe each employee's job in a way that strips away traditional gender stereotypes, so that an evaluation can be arrived at in a truly gender-neutral way.

But the questionnaire itself contains subtle judgements about the work that many women on campus do. For example, the survey is at its most detailed and subtle when asking about professional or managerial work and at its worst in eliciting details about the kind of clerical work many women do.

Consider the section of the questionnaire asking about physical dexterity (part N). Most of the questions contain messages that value positively the work being probed:

- N-3: My work requires coordination, such as backing up a van to a loading dock or lifting animals.
- N-4: My work requires fine motor skills and dexterity, such as giving an injection, doing calligraphy or performing dissections.
- N-5: My work requires calibration and measurement....
- N-6: My work requires applying high tolerance standards....

The question which is designed for most clerical work, though, is utterly straightforward:

- N-2: My work requires the use of a keyboard.

There are no positive values tied to the question, and it is also positioned first, which makes it clear that anyone who responds by saying that their job usually involves keyboarding should not also see their work as involving "coordination" or "fine motor skills," and so on.

Consider, as well, the section which deals with unsavoury working conditions (part V). How would someone in a clerical position respond? Several questions ask whether the employee works in an environment that is dirty, extremely hot or cold, noisy enough that hearing is difficult, smelly, exposed to disease or exposed to dangerous machinery. Ask most

secretaries what is most unpleasant about their working conditions and none of these conditions will be mentioned. Some likely responses are tapped in other

parts of the questionnaire — prolonged sitting, the stress of intense visual concentration — but nowhere is there adequate attention paid to the difficulty of working in an environment without privacy or in one that is constantly exposed to supervision. There is little if any attention to the stress of working for several members of faculty at the same time, most of whom do not understand the skills, effort and intelligence required to meet clerical demands coming from several quarters at once.

In general, when it comes to getting at the human relations skills required of administrative staff in an office, the questionnaire is weak, although it is quite elaborate in its treatment of the various skills required of a manager.

Behind the questionnaire lies the job evaluation plan, which applies weights to the various kinds of skill, effort, responsibility and working conditions explored in the questionnaire. Not surprisingly, this plan, like most traditional job classification schemes, treats professional and managerial skills as inherently much more valuable than other kinds

and undervalues some of the skills that women routinely use in their jobs. It also takes only modest account of unsavoury working conditions (assigning that factor only 10 percent of the points that make up the job evaluation). Like the questionnaire, the plan is subtler and more detailed in evaluating professional and managerial jobs, much coarser and fuzzier in judging clerical work.

The plan also implies that the rigid divide between "professional" expertise (highly valued) and expertise concerning the University's actual administrative systems (moderately valued) will be maintained. The scheme for evaluating the knowledge required for a job places more value on elementary familiarity with a "recognized field" (such as psychology or physics, presumably) than on "practical knowledge of an applied art or science." This ensures that even a junior academic will always earn more than the most experienced technician or administrative assistant.

The job questionnaire and the evaluation scheme being used by the University is essentially the one proposed by its consultants, TPF&C. Through months of deliberation, Simcoe Hall and human resources seemed reluctant to instruct the consultants to amend their plans in other than minor ways. Rather than treating the advice of experts as only a first try — worthy of serious debate and elaborate testing — the University seemed uninterested in the kinds of questions raised by UTSA. Over the months, it became clear that if the University were to accept any modifications of the plans proposed to them by TPF&C, they were minor, and more in the direction of assisting women in management and professional jobs rather than those in the kinds of jobs most women on campus occupy.

There has been nothing in the University's plans to seriously engage most of the women in the administrative staff. Even if the job evaluation plan had been acceptable, there seems never to have been any interest in testing the system before sending out the questionnaires. In addition, the system developed for filling out the survey generally leaves staff members to their own devices. There have been "pay equity days" organized, but

with no real incentive for involvement.

There is no evidence that the job evaluation committee, designed to assess the information on job categories, will be able to deal with the kinds of concerns UTSA has expressed about the questionnaire responses and the evaluation plan itself. The University believes this committee should operate by consensus and has provided no indication of how disputes will be settled. University administrators will appoint members and they have resisted UTSA's attempts to ensure that the committees will be fairly constituted and neutrally chaired. Ultimately, the legislation allows the University to make decisions on its own with non-unionized employees and the administration seems all too aware of this.

Is there any evidence that U of T is committed to doing what it can to narrow the wage gap? There is none. When the pay equity legislation was first considered, the University sent a delegation to Queen's Park asking that academic institutions be exempt altogether! Since then, University officials have resisted any public acknowledgement that a problem exists. They have never admitted that women's work on campus is undervalued. So while U of T wants to convey an image of commitment to a range of initiatives that are important to women, the behaviour of officials suggests no commitment at all.

If you are a member of the administrative staff, what can you do? You can refuse to fill in the pay equity questionnaire and let the administration know why. If you have already completed the questionnaire, you can still convey criticism about the evaluation system or the process, both to the administration and to the campus media. Perhaps with other staff members, you can complain to the provincial Pay Equity Commission about the inadequacies of the University's plans as you see them. Or you can contact UTSA and volunteer to join with its pay equity committee in trying to get a better deal for staff.

David Askew is president of the University of Toronto Staff Association (UTSA); Judith Eichmanis is UTSA's vice-president (policy); Professor David Rayside teaches in the Department of Political Science



David Askew, David Rayside and Judith Eichmanis

JEWEL RANDOLPH

The pay equity plan undervalues the skills women bring to their jobs.